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Proceedings
of the
Fifty-Sixth Annual Convention
and the
Emergency War Convention
of the
MASSACHUSETTS
STATE FEDERATION OF LABOR



BOSTON, MASSACHUSETTS
AUGUST 4-8, 1941
JANUARY 3-4, 1942

Proceedings
of the
Fifty-Sixth Annual Convention
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MASSACHUSETTS
STATE FEDERATION OF LABOR



BOSTON, MASSACHUSETTS
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OFFICERS



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11 BEACON STREET, BOSTON

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11 BEACON STREET, BOSTON

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81 CANAL STREET
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665 ATLANTIC AVENUE, BOSTON

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129 UNION STREET
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105 BAYVIEW AVENUE
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36 OREGON AVENUE
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50 TRUMBULL STREET
WORCESTER

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43 WEST BOYLSTON DRIVE
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PROCEEDINGS

of the

FIFTY-SIXTH ANNUAL CONVENTION

MONDAY, AUGUST 4, 1941

The 56th annual convention of the Massachusetts State Federation of Labor was opened at the Bradford Hotel, Boston, at 11:00 a. m. by Harry P. Grages, Secretary, Boston Central Labor Union.

Secretary Grages: In calling this convention to order I want at this time to introduce the President of the Central Labor Union of Boston, John J. Kearney.

I don't think I have to make an introductory speech. I think John Kearney has been in the labor movement as long as I have, possibly longer. I don't want to give anyone the impression he is older than I am or that I am younger than he is, but I now turn the gavel over to John J. Kearney, President of the Boston Central Labor Union, who will serve as temporary chairman.

Chairman Kearney: In accordance with the annual custom we will open the convention with the divine blessing by the Reverend Michael F. Costello of the Holy Cross Cathedral, Boston.

INVOCATION

(Rev. Michael F. Costello)

In the name of the Father, the Son and the Holy Ghost. Bless, O Lord, this convention and all who attend it. Aid by Thy divine wisdom, justice and charity its leaders and members in the deliberations to be here undertaken for the common good of their fellow workers. Their just cause, sanctified by the labor of Thy Divine Son at Nazareth, propagated by His dictum, "The laborer is worthy of his hire," is today grown to greatness and power. Lest Satan, now, take it up into a high mountain and tempt it with the kingdoms of the world and their glory, graciously, grant, we beseech Thee, O Lord, to direct its actions, further them by your powerful assistance, that its very program may be guided by Thee. In the name of the Father, and of the Son, and of the Holy Ghost. Amen.

Chairman Kearney: We have also invited His Honor, the Mayor, which is another annual custom, to bring to us the greetings of the City of Boston.

We in Boston are well acquainted with our Mayor, his many years of public service commencing several years ago in the House of Representatives where he was constantly regarded as a friend of Labor and his service on the School Committee continued that friendly co-operation, and his service during the last three and one-half years as Mayor is a repetition of his friendly co-operation. The Mayor is enjoying a well-earned vacation and has sent here to represent him and the City of Boston, Mr. James H. Mooney, Building Commissioner of the City of Boston, who likewise is consid-

ered by all of us as a very good friend of our labor movement and I take pleasure in presenting to you Building Commissioner James H. Mooney.

JAMES H. MOONEY
(Building Commissioner, City of Boston, Representing Mayor Maurice J. Tobin)

Mr. President, Reverend Father, ladies and gentlemen: Unfortunately our Mayor, Maurice J. Tobin, is out of the city enjoying a well-deserved vacation. Consequently he has designated me to represent him here and to extend to you and your families the greetings of our city.

As you know, the Mayor is very much interested in labor organizations and the persons connected with the same, and I am fortunate to be in the same frame of mind and also the son of a man who was formerly the president of a labor union for a number of years, namely, Local No. 12 of the Plumbers. I likewise was a member of the Steamfitters Union some years ago.

Now we have a fine city here, one we are sure you will all enjoy. It is of great interest to everyone regardless of the things they may want for entertainment and I am certain that each and every one of you and your families will have a very pleasant stay here and that your convention will be a very successful one. I thank you.

Chairman Kearney: Thank you, Commissioner Mooney.

It is now my privilege and pleasure again to welcome you to the City of Boston to hold your annual convention. This is the 56th annual convention of the labor movement of Massachusetts. It is developing into a habit for you folks to come to Boston and it is a pleasant habit for us to welcome you to the City of Boston. Your membership is growing constantly in numbers, in new local unions affiliated, larger number of delegates and considerable increase in your financial condition. This is typical of the labor movement throughout the United States and every prospect of future continued growth seems evident.

We are finding new laws, new philosophies, new ideas, new economic changes which make our conventions more interesting perhaps today than they were in the old academic days of straight labor talk. Our whole economic and industrial structure is changing constantly. More thought and more direct attention is given to our national affairs today, more than they have been in the past. More attention is being given to legislative matters, both national and in this state, than we have had in the past. Much of our social life is now being regulated

by law and therefore interest in law and the new acts and amendments that are constantly confronting us requires our careful attention. There will be differences of opinion in relation to many things today that we were all united upon years ago; but we have a happy faculty here in Massachusetts of discussing and disposing of these opinions and returning to our homes united to carry on the fundamental principles and purposes upon which our labor movement has been founded. And so we trust that your stay in Boston will be productive of good results and we particularly hope the young men that are coming to our conventions for the first time will find here a very fine school of training for their future conduct. And we welcome, too, the increasing number of women that are coming to our conventions which indicates a growing interest upon the part of women workers to embrace our labor movement.

So I now turn this convention, the 56th annual convence of Massachusetts Labor, over to President Nicholas P. Morrissey.

NICHOLAS P. MORRISSEY (President)

Before calling the 56th Convention of the Massachusetts Federation of Labor to order I desire to express first of all my deep appreciation to President Kearney of the Boston Central Labor Union and the other officers of the Central Labor Union for their willingness to be consistent in extending invitation after invitation to the State Federation of Labor to come to Boston.

I also want to express the thanks of the officers and delegates in attendance to the Reverend Father Michael F. Costello of the Holy Cross Cathedral in Boston. It is a particular pleasure for me to thank Father Costello for being here because I find he was a next-door neighbor of mine in the old days in South Boston and that we were brought up together. Father Costello came here, you know, to bring the spiritual blessings and made an excellent impression.

I want to extend the thanks of the delegates to James H. Mooney, representative of the Mayor, who came here in the absence of the Mayor and extended the greetings of the City of Boston. He didn't say anything about fixing parking tags, but I presume he will do so if necessary.

This 56th Convention comes at a time when virtually every nation is at war except our own, with a strong possibility that the United States may not be able to continue to avoid a conflict with the axis powers.

Our job has been for the past year — and it is our job now — to make the implements of war and send them to allied forces. Labor must face the realization that even though the City of Boston is not being bombed every night, we are despised and hated by Hitler just as much as are the British. Our primary task is to furnish Britain and her allies with ships, tanks, planes, munitions and other essential armament. This can only be done if everyone turns to and does his or her share. But to me, producing war materials is one thing and having them reach Britain and the other war theater is quite another. We are not being given a clear picture as to the number of vessels carrying war cargoes that are being sunk in the Atlantic. But it is elementary that there is no point to speeding up production for foreign consumption if the guns and planes do not reach their destination. Whether we like it or not, the day will soon be at hand when we shall be obliged to give serious consideration to the matter of actually delivering the goods. This means United States convoys. This means the possi-

bility of war. But it also means that a greater amount of material will reach the allies and help bring the reign of Hitler to an earlier end.

During the year the Federation has been involved in numerous major activities. It was heartening indeed to have the co-operation of affiliated organizations in our campaign to carry out last year's convention instructions, which included the re-election of President Franklin D. Roosevelt. Had it not been for the few defections among a very small group of Labor delegates who saw fit to disregard their own convention's action, the sentiment and support of President Roosevelt's candidacy would have been unanimous. Likewise, if it were not for the same few people, Labor's attitude toward the Republican party's candidate for governor would have been unanimous in favor of returning him to private life.

I say that not because of any personal prejudices but because that was a mandate laid down to me as President by a previous convention and if we are to continue to lay down such mandates we will have to come to a perfect understanding of the policies that we are going to carry out in the future with respect to our political activities.

There is one subject on which I desire to elaborate because of its importance, and because a discussion of the State Fund for Workmen's Compensation is timely. The present status of the State Fund for Workmen's Compensation is that Wednesday of this week the required signatures will be filed with the Secretary of State. This should assure our proposition of a place on the ballot in 1942. Obtaining the original 20,000 signatures in accordance with your instructions and the subsequent incidents has made our drive for a State Fund for Workmen's Compensation a really difficult undertaking.

Some delegates are not fully aware that insurance companies which will be affected by the enactment of a State Fund for Workmen's Compensation are determined to do everything possible — including the spending of a fortune — to prevent the Federation from reaching its ultimate goal. Realize, if you will, that in Massachusetts no more than half of the workmen are protected under the Workmen's Compensation Act. Of the money spent by employers to protect approximately one-half of our employees, insurance companies take most of the money for themselves and leave a very small portion of the premium dollar to be paid in benefits to the injured workmen. I hope every delegate in attendance will return to his or her local union and emphasize the need of "all out" co-operation between now and the time of the next state election — November, 1942. If we are to be successful in our campaign for a State Fund for Workmen's Compensation — and I know we can be — every delegate, every officer, and every member of an affiliated union must participate, and tell their members of the trimming that insurance companies are now giving injured workmen. In this connection the delegates should peruse the joint report, especially the report which sets forth the roll call vote on this important issue.

I pause for a moment to speak rather frankly with delegates in attendance at this 56th convention. At the headquarters of the Federation you realize that the facilities and the services have expanded and increased considerably. From time to time communications are sent to each affiliated union with a request. Such a request sometimes deals with legislation. Sometimes they deal with other matters in which your union and the Federation are vitally interested. The response to requests for assistance and co-operation has unfortunately been negligible. I hope you realize that the small amount of energy and trouble connected with

responding to a request is in your own interest and the interest of other trade unions and other working people throughout the commonwealth. During the legislative session — especially during the time when a State Fund for Workmen's Compensation was being considered — the insurance interests had every insurance agent, stenographer, wash woman and other employees write to their respective Representatives. The lawmakers were overcome by the number of letters. Affiliated unions were asked to do likewise. Through the officers of our affiliated unions we urged that members send post cards or letters to the lawmakers. Had this been done in sufficient quantity, such letters would have offset the phoney communications that employees of insurance companies were forced to send. But that is water over the dam. We have within this Federation hundreds of affiliated unions. If each delegate here would realize the importance of co-operating with the central office he would impress upon those he represents here that they must assist in any undertaking that they authorize at an annual convention.

It is not my purpose to take up very much more of the delegates' time this morning as we have much business to transact. We also have a distinguished guest from Washington this morning in the person of Colonel Philip B. Fleming of the Wages and Hours Division of the United States Department of Labor. I simply want to conclude by urging that each delegate not only be a delegate during the week that this convention is in session, but that he and she leave this convention with a full knowledge of the action that has been taken here and report it to his or her respective union and otherwise cause the affiliated unions to be more actively interested in the affairs of their State Federation of Labor.

My report and the reports of the Vice-Presidents and the Secretary-Treasurer will be found in the volume before you. There are other interesting matters contained in that same joint report which should be studied, together with a careful perusal of the resolutions which will be presented to this Convention. If this is done I am sure the 56th Convention will be one of the most outstanding since the origin of the Massachusetts State Federation of Labor.

I now declare the 56th annual Convention of the Massachusetts State Federation of Labor in session and ready for the business to come before it.

Secretary Taylor read the convention call:

CONVENTION CALL

Boston, June 2nd, 1941.

To Affiliated Unions
Greetings:

The fifty-sixth annual Convention of the Massachusetts State Federation of Labor will convene on Monday, August 4th, 1941 at 10.00 a. m. in the Bradford Hotel, Boston, and will remain in session until the business before the convention is completed.

World and national affairs are such that organized labor will be called upon to make very important decisions. Because of the crisis the decisions made by the delegates attending the 56th annual Convention will be extremely important and will serve to guide the Massachusetts State Federation of Labor during the year 1941-1942.

The Executive Council earnestly hopes that every eligible union will send representatives to the fifty-sixth annual Convention. Each affiliated union should consider it a duty to have representatives of their choice participate in the annual Convention of the Massachusetts State Federation of Labor.

REPRESENTATION

Each union of 200 members or less attached to a national or international union, when one is in existence, shall be entitled to one delegate for each 200 or a majority fraction thereof, and each Central Labor Union composed of miscellaneous bodies shall be entitled to two delegates.

Delegates must be selected at least two weeks previous to the Convention and their names and addresses forwarded to the Secretary of the Massachusetts State Federation of Labor.

Organizations sending delegates must be paid up to and including the month of June, 1941.

Delegates representing Central Labor Unions must be members of local unions affiliated with the Massachusetts State Federation of Labor.

Your local union is entitled to . . . delegates.

CREDENTIALS

Credentials in duplicate are forwarded to all affiliated unions. The duplicate credential must be given to the delegate-elect and the original forwarded to Kenneth I. Taylor, Secretary-Treasurer, 11 Beacon Street, Boston, as early as possible.

The Committee on Credentials will meet at Headquarters, Sunday, August 3, 1941 at 6 p. m. All delegates will appear before this Committee, and must have at least five union labels on their wearing apparel to be seated in the convention.

RESOLUTIONS

Section IV of Article III of the Constitution provides that: "Local Unions and Central Labor Unions or delegates therefrom, affiliated with this Federation, are urgently requested to submit resolutions, amendments to the constitution, or grievances, so that they will be in the hands of the Secretary-Treasurer-Legislative Agent at least three days prior to opening of convention, that they may be considered by committees as per the constitution."

Fraternally yours,

NICHOLAS P. MORRISSEY,
President.

District I

JOHN J. BUCKLEY
HARRY P. GRAGES
JOHN J. KEARNEY

District II

HORACE CARON
JOHN D. CONNORS

District III

MICHAEL F. LYNCH
TIMOTHY H. O'NEIL

District IV

CHESTER G. FITZPATRICK
JOHN M. SHEA

District V

CHARLES E. CAFFREY
BENJAMIN G. HULL,
Vice-Presidents.
KENNETH I. TAYLOR
Secretary-Treasurer.

Conference of representatives of all union label crafts will be held on Monday, August 4, 1941, at 7:00 p.m., Bradford Hotel, Boston.

President Morrissey: If there are no objections the convention call will become a part of the proceedings of the convention.

It is our good fortune to have one of Washington's celebrities with us. This gentleman has come here today as our guest and to give

us, I am sure, a most interesting address. Our guest is General Philip B. Fleming, Administrator of the Wage and Hour Division of the United States Department of Labor. It is my honor to present General Fleming.

GENERAL PHILIP B. FLEMING (Administrator, Wage and Hour Division, U. S. Department of Labor)

Ladies and Gentlemen, I choose as the topic of my little sermon this morning "Three Years of Progress Under the Wage and Hour Law," and I find my text in a statement of the new social and economic doctrine for America as recently enunciated in the House of Representatives at Washington by Congressman John W. Flannagan, Jr., of Virginia.

"When I came to Congress some ten years ago," the Congressman asked, "what did I find?" He continued, "It is a sordid picture but one we should review now and then if we are to understand the present. Rugged individualism—and it was and it had been pretty rugged when it came to Labor—was still our national policy. Sweatshops, the mills that ground the ambition and vitality out of the young, and made widowhood, infirmity and old age a nightmare to countless millions, dotted this land of liberty, freedom and equality, like festering sores of smallpox. Down in the South where I hail from we were not only suffering from a low-wage complex, the lingering effects of bond labor, but were foolishly and insanely trying to capitalize on our outmoded labor system by holding out to the industrialist cheap labor and no unions as an inducement for removing his plant or factory South, as if we could ever industrialize the South or make it a decent place to live on pauper labor. Old-age pensions, unemployment insurance, aid to those suffering from physical handicaps or from whom cruel fate had taken the bread-winner, the wage and hour laws, unfair labor practice laws, and collective bargaining were things we heard the 'cranks' and 'liberals'—as we were wont to call those who entertained progressive and enlightened ideas—talk about, but according to our rugged individualism, were things beyond the pale of duty of a free government to its citizens.

"Then came the change. (I am still quoting.) My colleagues, we have, whether you realize it or not, gone through a revolution. A peaceable revolution, thank God, but nevertheless a revolution as far-reaching as if it had been brought about by bullets instead of brains. We revolved back to fundamentals, to the teachings found in the Declaration of Independence, the Constitution, and the Holy Bible, epitomized in the truth that we are our brother's keeper. Without abolishing our system of free enterprise we broadened and liberalized it so that not only the enterprise would be free but those who work for the enterprise would be free.

"We polished off some of the ruggedness in our rugged individualism, so that the ruggedness could not be used as a means of crushing, destroying, or preying upon the less rugged. These changes, as they affect Labor, resulted in the abolition of the sweatshop, putting a ceiling over hours and a floor under wages, providing for sanitary and safe working conditions, providing against unfair labor practices, providing for unemployment compensation and assistance to the aged and infirm, and the right to organize and bargain collectively."

Now, that is the new and better doctrine. I do not say, nor does Congressman Flannagan imply, that all our social and economic ills have been cured and that nothing more remains to be done. What we can say with truth is

that we have come a very long way upon the path we mean to travel, and that we have found the going good.

So far as the Wage and Hour Law is concerned—and it is only about that piece of legislation that I can speak with assurance born of personal experience—it has steadily grown in acceptance. When I first became identified with the Wage and Hour Division of the Department of Labor two years ago, it seemed to me that while a majority of the workers were for it, a majority of the employers were against it. Large and powerful groups were trying to persuade the courts to declare it unconstitutional, or at least to have it amended in so drastic a fashion that its benefits would be withdrawn from millions of our citizens.

So far as I know, there is no very well organized campaign today seeking to have the law repealed. I do not mean to imply that there are not some employers here and there who do not like it. Of course there are. And it may be that such dissent again will become organized and vocal, constituting a real danger to the statute. And yet I think it is remarkable that this law has found such wide acceptance within three short years. I am sure that any attempt to wreck it today would encounter much more opposition than it did two years ago.

The reason, I think, is that conscientious and law-abiding employers, whether they approved the law or not, complied with it from the first. Many of those who did not want to comply, and who were determined not to do so, were taken to court and made to comply. And after they had been complying for some time they discovered that they weren't hurt after all; indeed, that they were better off than they were before.

The history of almost every regulatory statute designed to improve the status of Labor has passed through a familiar cycle. First, those who do not want to be regulated try to block enactment. If defeated in the legislature, they next run to the courts and try to have the law set aside. When they lose there, they return to the legislature and insist upon amendments that will let them out from under. And when they fail in that attempt they begrudgingly begin to do what the law says they must do. Then, little by little, they discover to their surprise that the new way is best after all. What once was feared is now embraced. The new order becomes in time the old order which, in turn, must be defended against the innovators of the future.

So it was with the first factory inspection laws. So it was with the pure food and drug laws. So it was with the state workmen's compensation laws, though I do not today know of a single employer who would like to return to the former system when the measure of his liability to an injured workman was the speed of some lawyer in overtaking the ambulance and getting the signature on the dotted line.

As an illustration of one way in which employers, as well as workers, are benefiting from the Wage and Hour Law, let me go back to what Congressman Flannagan said about the "foolish and insane attempt to capitalize on an outmoded labor system by holding out cheap labor and no unions" as bait to attract industries from high wage areas.

With all respect to Mr. Flannagan, it was not the South exclusively which was doing that. You know as well as I do that there were communities in Massachusetts and the Middle West which were engaged in that kind of piracy. I know of instances in which shoe factories have roamed about New England from town to town, year after year, attracted by special inducements held forth by local town councils or chambers of commerce. Sometimes

they were offered rent-free factory buildings, sometimes tax exemption, sometimes cheap light and power, but always the principal bait was an abundant supply of cheap and willing labor — meaning, usually, docile and unorganized labor.

When the Wage and Hour Law became effective on October 24, 1938, it immediately introduced an element of restraint. There was no longer any place in the United States to which the manufacturer could flee to get labor at less than 25 cents an hour, if he was producing goods for interstate commerce. One year later the rate rose to 30 cents an hour everywhere. On April 29, 1940, the minimum wage rate in the manufacture of shoes was stepped up by wage order to 35 cents an hour, still further tightening the brakes. I do not say that all factory migration has been ended, but I am pretty sure that migrations hereafter will be for legitimate economic reasons — for example, to obtain more abundant supplies of raw materials, or to obtain better transportation facilities — and not to obtain exploitable labor.

Generally it was the least responsible manufacturer who could be lured from one community to another. The responsible operator, who had a large investment tied up in plant and equipment, couldn't get away so easily and usually he didn't want to get away. Yet he was largely at the mercy of those who did run away. If you have had experience in trying to negotiate a wage contract, you will remember that you always reached a point beyond which the employer could not be persuaded to go. Usually he had an unanswerable argument in the fact that the low-wage payer in some other town or some other state would be able to undersell him. That was the point beyond which he could not go and still stay in business. To some extent, he has now been freed of that restraint and can afford to be more generous. The area for bargaining above the minimum has been enlarged. One very important aspect of the Wage and Hour Law, which has been too little emphasized, is that it has tended to shift competition from wage cutting to improved efficiency. I could deliver another sermon on that sometime, but briefly, as it works out, when the employer finds that he can no longer compel his employees to pay for his own mistakes he begins to improve his efficiency. He improves his sales methods, reorganizes his production line, introduces better methods of lighting, heating and ventilation. In short, he takes better care of his labor, for when labor is no longer cheap he is going to make sure that he gets his money's worth out of it. All of us are inclined to be careless with things that are cheap, but we take mighty good care of things that are expensive.

So much has been said about the 30-cent minimum wage that there is a tendency to forget that there is much more than this to the Wage and Hour Law. It should be remembered that what Congress actually was aiming at was a 40-cent minimum. That rate will automatically become effective for all industry subject to the law in 1945, unless another rate has been set for a particular industry by wage order, but in the meantime we have been making very rapid progress in jacking up the minimum above the statutory rate. Already more than 800,000 workers in the United States are receiving more than 30 cents an hour under the law, and at the rate we are going I have every reason to believe that long before 1945 a majority of the 15,000,000 workers covered by the law will be receiving 40 cents, or close to it. The method by which these increases are achieved is a democratic one, a method in which Labor itself has a powerful voice, and it

is especially important at a time like the present when the cost of living is rising. Let me tell you a little about how this is working out.

The law requires me, as Administrator, to appoint a committee for each industry engaged in interstate commerce or in the production of goods for interstate commerce. Each committee must give equal representation to the public and to the employers and employees in the industry. The committee must study the industry and then recommend to me the highest minimum wage which in its opinion the industry can pay without substantially curtailing employment. After the recommendation is made I must hold public hearings on it at which anyone may argue for or against the recommendation. And thereafter, if I find the recommendation has been made in accordance with the law and the facts, I must issue a wage order putting it into effect. If I reject the recommendation then I must refer the matter back to the committee for further consideration, or appoint a new committee to go over the ground again.

Well, so far, more than 30 of these committees have been appointed. More than a score of recommendations have been put into effect by wage orders establishing minimum rates ranging from 32½ cents an hour up to 40 cents.

But when a wage order has been issued, we do not stop and rest on our oars. The law does not contemplate that we should. It says that, "With a view to carrying out the policy of this Act by reaching, as rapidly as is economically feasible without substantially curtailing employment, the objective of a universal minimum wage of 40 cents an hour in each industry engaged in commerce or in the production of goods for commerce, the Administrator shall from time to time convene the industry committee for each such industry, and the industry committee shall from time to time recommend the minimum rate or rates of wages to be paid" by employers subject to the law.

"From time to time" obviously means from time to time. For it was evident that what would be established by wage order as the highest minimum rate that a given industry could pay at a given time might not be the highest rate that it could afford to pay at a later time. For conditions change, and because they change the law is flexible enough to give us some power to deal with them. Consequently, we are now going back over some of the ground we covered a year ago or two years ago and getting recommendations for higher rates in 1941 than it was possible to get under conditions as they existed in 1940 or 1939. For example, in 1939 when the hosiery wage order was issued, the industry committee felt that 32½ cents an hour was the highest minimum that could be paid in the seamless branch of the industry without substantially curtailing employment. In 1941 a seamless hosiery committee finds that the industry can pay 36 cents and that rate has been made effective by wage order beginning September 15 of this year.

The minimum rate first set in cotton, silk and rayon textiles was 32½. This year it has been moved up to 37½. Reconsideration of the wage problem of men's cotton garments has resulted in a recommended increase in the rate from 32½ to 40. In Massachusetts, under the state minimum wage law, women and minors employed in manufacturing women's apparel had been getting 35 cents, and that was also the minimum first fixed by wage order. A new committee has just recommended 40 cents for the entire country. Hearings on both these recommendations were held last week. A new committee has recommended 40 cents for knit underwear, in which the wage order rate

now is 33½ cents. Committees will meet soon to consider the wage problems in miscellaneous apparel, in which the present rate is 35 cents; and in knitted outerwear, which now has a 35-cent rate. The prospect seems good that these rates also can be raised.

Still another committee, for boots and shoes, is scheduled to meet in Washington, August 25. What this committee recommends will be of vital interest to Massachusetts. The present wage order rate, as I said a moment ago, is 35 cents an hour. You will probably remember that New England shoe manufacturers were among the strongest supporters of the 35-cent minimum, for reasons which I already have indicated. And I remember that when the first shoe committee was in session many Senators and members of the House of Representatives from the New England states came before it to urge that no differential be established as between geographical regions. Of course, the law does not permit differentials solely on a regional basis, although it does permit classifications, provided they are not written in such a way as to confer a competitive advantage upon one branch of the industry, or upon one section of the country. The committee disapproved separate classifications, however, and the 35-cent rate was established as the common wage floor in the industry wherever it is carried on. The result was that employers found a decided lessening of competitive strains, and more than 60,000 of the 234,000 workers then employed in the industry received wage increases. If the present shoe committee should recommend a higher rate than 35 cents, I think it is safe to predict that New England manufacturers will be found to be overwhelmingly for it.

Monsignor Francis J. Haas of Catholic University is chairman of the new committee as he was of the old. As a matter of fact, the personnel of the committee is the same throughout with only four exceptions. Harold C. Sears of Brockton, Massachusetts, has been added to represent the independent Brotherhood of Shoe and Allied Craftsmen. The representatives of the Boot and Shoe Workers Union on the former committee have kindly consented to serve again. They are Frank W. Anderson of Chicago, Michael F. Lynch of Haverhill, John J. Mara of Boston and J. William McConigal of Moberly, Missouri. I think the members of this Federation must feel that their interests will be safe in their hands.

Members or officers of the American Federation of Labor have been members of every industry committee so far appointed. It also may be of interest to you to know that on the enforcement side we have fifteen former officers of labor unions on the inspection staff in the Boston office of the Wage and Hour Division alone and that some of them are acting in supervisory capacities and doing a fine job of it, too. Whatever this or any other industry committee may see fit to do about minimum wages, the overtime provision continues in force. The requirement that covered employees must be paid time and a half for all hours worked beyond 40 in any one week is written into the law itself and cannot be changed except by Congress. Neither an industry committee nor the Administrator can waive or modify that provision of the law.

There certainly is nothing new or revolutionary about time and a half for overtime. The public accepts it as fair and proper, and both federal and state governments for many years have insisted upon it for employees of contractors engaged on public works. Long before the Wage and Hour Law was even thought of, organized labor had been insisting upon it in collective bargaining contracts. The wisdom

of the overtime provision is being daily demonstrated in connection with the present national defense program, for it is having the effect of spreading employment at a time when maximum output is vitally needed from everyone able and willing to work. Rather than stretch out working hours again and again, paying the 50 per cent penalty for overtime, the employer finds it cheaper to get more man hours by employing more people at straight time. Thus he is given an incentive to add an additional shift, or perhaps two or three additional shifts, so that he can keep his machines producing 24 hours a day.

The Timken Roller Bearing Company is one big employer of labor that is showing the way. It is keeping its five Ohio plants operating night and day with four shifts, but with virtually nobody working more than 40 hours a week. The four shifts account for 160 hours a week, leaving eight hours over for maintenance and repair.

Of course, you know that some theorists—they are mostly theorists, I think—are attacking the overtime provision of the law, charging that it is acting as a brake on production. Practical men, either among employers or in the ranks of labor, men who have had actual experience in the problems involved, are not generally advocating the stretch out. They know that device is of extremely limited usefulness, and that the consequences of it in terms of health and morale can be disastrous. As General Crozier, then Chief of Ordnance, pointed out in 1917—when we were actually at war and not merely preparing for the possibility of war—labor standards are prime requisites to maximum and efficient production.

There are still many millions of people out of work and it is highly desirable that they should be put to work as rapidly as possible. Where the rub comes is in the shortage of skilled workers for certain occupations, yet the theorists tell us that we must work not only the skilled, but the unskilled, too, overtime without extra pay. In the primary defense industries some skilled men are working overtime, but the employers are paying the overtime rate without complaint. Where necessary, it appears that they can well afford to pay it. As a matter of fact, a recent study of the Bureau of Labor Statistics indicates that more than half of all employees in the defense industries, including the highly skilled, are working under collective bargaining agreements calling for time and a half for overtime after 40 hours, which is all the law requires. Even if the law were scrapped tomorrow, labor costs in these industries would not be eased in the least. Management would still have to keep on paying time and a half to the organized and the skilled as a matter of contract, and the only effect would be to open the door to the exploitation of the unorganized at the bottom of the heap, of whom there is no shortage.

However, I have long felt that collective bargaining agreements that set higher standards than those established by law might well be reconsidered at this time. Consequently I learned with considerable satisfaction of the new agreement just entered into between the American Federation of Labor and the Office of Production Management calling for the waiving of union rules requiring "punitive" overtime pay at double time for Saturday and Sunday work and eliminating penalty wage scales on second and third shifts. For Saturday and Sunday work the standard time and one-half will be paid. This is in line with what the Wage and Hour Law requires, and the patriotic action of the A. F. of L. merits wide recognition and commendation. Severer penalties than the law requires, especially of double

time for Saturday, Sunday or holiday work, contributed in the past to that weekend black-out which was a very real restraint upon our productive efforts. The time-and-a-half-for-overtime requirement of the law rests upon the popular conscience. The public supports it as fair and reasonable. But I do not think the public understands the necessity or the reasonableness of double time for overtime in this crisis merely because the overtime happens to fall on a Saturday or Sunday, whatever may be the justification for such rates in normal times.

The problem is not one of relaxing the law but of training. It is not fundamentally a matter of labor shortage. Not only are there millions listed as unemployed by the American Federation of Labor, but there are additional millions available for industrial employment who never have figured as jobless in the statistics. There are millions of girls and women available for factory jobs. There are thousands of people living in small towns and in the rural areas who are available for industrial employment, despite an undoubted shortage of farm labor in some other rural areas. Together these people constitute a vast reservoir of labor which can be drawn upon for months to come, probably for years, without reaching the end of our labor resources.

Besides all this, there are men possessing a high degree of skill who now are working at purely routine, unskilled jobs. There surely is no point in keeping a skilled mechanic on a production line where he has no opportunity to use his skill. A survey made in Detroit a year ago indicated that in the automobile factories there some 2,000 skilled men were working at routine production tasks which almost anyone could be trained to perform in a week or two.

Recently at our regional office here we received a letter from a city employee. He said, "I have had eleven years' experience as a machinist. My last place of employment was at Watertown Arsenal where I was a sub-foreman. I resigned in 1920 and have not entered a machine shop since. I am now a civil service employee of the City of Boston. To return to the industry I must resign my present position. I would be glad to help in any way possible if it can be done without sacrificing my present economic security. I have a son in Camp Hulen and another registered for the draft recently. I was born in 1888. I will gladly be of service if needed." Here is a man only 53 years of age. That's the very prime of life. Exactly what I am. He has many good, productive years ahead of him. It is true that he has not entered a machine shop since 1920. No doubt he has become a little rusty, but a few weeks of retraining should restore him to full usefulness as a skilled worker in this emergency. He cannot afford to make a change, however, because to leave his present job with the city would jeopardize his seniority and pension rights that have been built up over the last twenty years.

I have no doubt there are thousands of just such men in state, municipal, and federal civil service jobs, or employed not at their customary trades by private employers, who would instantly become available for skilled jobs in defense production if their governmental or private employers would co-operate to the extent of protecting their status until the emergency is over. Let me commend this man's letter to the consideration of state legislatures, city councils, and private employers throughout the country. Here is one suggestion of a source from which we might be able almost immediately to recruit additional thousands of skilled men for defense. Let's get the square pegs out of the round holes.

On the enforcement side in the administration of the Wage and Hour Law we are making rapid progress. A year ago we were making on the average of 2,000 inspections a month for compliance with the law. For the last half year they have been running to between 5,000 and 6,000 a month. For some time we have been collecting more than a million dollars a month in restitution to employees of legally earned but unpaid back wages. We are aiming at regular, systematic inspections of all establishments subject to the law—at least in those industries in which violations may be suspected to exist—regardless of whether a complaint has been filed or not. We already have instituted systematic inspections in boots and shoes, lumber, apparel, furniture, leather goods, canning, and certain other industries. We know from experience that some of the worst violations exist in those establishments in which the workers are too cowed or intimidated to complain.

The law has been found constitutional. It has grown in popular acceptance to a point where it is recognized as a definite part of the American way of life. Recalcitrant employers are rapidly being brought into line. I think it is not too much to predict that the time is coming when compliance with this law will be as general and unquestioning as compliance with any law now on the statute books.

Chairman Wilkinson of the Committee on Credentials submitted the following report:

ROLL CALL OF DELEGATES

AMESBURY

MEAT CUTTERS No. 219,
Thomas E. O'Brien
UNITED HATTERS No. 87,
Owen Justin
Kilby Marble

ARLINGTON

CARPENTERS No. 831,
W. C. Balsar

BOSTON

CENTRAL LABOR UNION,
Harry P. Grages
Bertram W. Kohl
AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EM-
PLOYEES No. 39-3,
William V. Ward
AMERICAN GUILD OF VARIETY
ARTISTS No. 4,
Thomas D. Senna, Sr.
ASBESTOS WORKERS No. 6,
E. A. Johnson
BAKERS No. 20,
Alfred Cormier
Patrick J. Leonard
BAKERY WORKERS No. 45,
Julius Brigsalsky
BARTENDERS No. 34,
Thomas Boyle
Patrick Conley
John Daly
Richard W. Garrity
John C. Hurley
John J. Kearney
Albert C. Marr
John Sargent
Thomas Stewart
Kenneth I. Taylor
BLACKSMITHS No. 105,
Walter W. Cenerazzo

- BOILERMAKERS No. 29,
John D. Scott
- BOOKBINDERS No. 16,
Jeremiah Connolly
- BOOT AND SHOE WORKERS No. "0",
John J. Mara
- BOOT AND SHOE WORKERS No. 138,
Daniel J. Goggin
Thomas A. Lyons
John F. Mealey
- BOTTLERS AND DRIVERS No. 122,
Michael J. Hines
- BREWERY WORKERS No. 14,
Gustave J. Anderson
Arthur R. Weeber
- BRICK AND CLAY WORKERS No. 572,
John Frassa
- BRICKLAYERS No. 3,
Austin Curtin
Thomas E. Ryan
John F. Tracy
- BRICKLAYERS No. 22,
Edmond Russell
- BRIDGE TENDERS No. 86,
Francis F. Morse
- CAFETERIA WORKERS No. 480,
Saul Swartzman
- CARPENTERS No. 40,
Ira Martin
Peter Reilly
- CARPENTERS No. 51,
Daniel H. Kearney
Frank J. Thorne
- CEMENT FINISHERS No. 534,
John Carroll
- COMPRESSED AIR WORKERS No. 88,
George Thompson
- COOKS AND PASTRY COOKS No. 186,
Nora Brady
Joseph Stefani
- COOPERS No. 89,
James J. Doyle
- DISTILLERY WORKERS No. 8,
Louis J. Blender
- ELECTRICAL WORKERS No. 103,
Charles P. Buckley
Edward C. Carroll
William J. Doyle
William F. Sheehan
Joseph A. Slattery
- ELECTRICAL WORKERS No. 104,
Bart P. Saunders
- ELECTRICAL WORKERS No. 717,
Leo E. Mellyn
- ELECTROTYPERS No. 11,
Martin J. Casey
- ELEVATOR CONSTRUCTORS No. 4,
Edward I. Kelley
- ENGINEERS No. 4 (Hoisting and Portable),
John F. Cummings
James R. J. MacDonald
- ENGINEERS No. 849 (Stationary),
Patrick J. McEntee
Harry A. Russell
- FEDERAL LABOR UNION No. 14965,
Aaron Velleman
- FEDERAL LABOR UNION No. 21243,
William Gordon
Ira Hood
Charles O'Neil
- FEDERAL LABOR UNION No. 21432,
Edward Sullivan
- FEDERAL LABOR UNION No. 21455,
Patrick McHugh
David G. Murphy
Austin J. Powers
- FEDERAL LABOR UNION No. 21789,
Francis B. McDonald
- FEDERAL LABOR UNION No. 21923,
John J. Hobin
Philip H. Mack
- FEDERAL LABOR UNION No. 22555,
John A. Hurley
- FIREMEN AND OILERS No. 3,
John J. McNamara
Thomas J. Murphy
- GLAZIERS No. 1044,
John J. Geary
- IRON WORKERS No. 7,
James A. McDonald
William J. Reynolds
- LADIES GARMENT WORKERS No. 24,
Nathan H. Barker
- LADIES GARMENT WORKERS No. 46,
Mary Kearns
- LADIES GARMENT WORKERS No. 229,
Ruth E. Riley
- LADIES GARMENT WORKERS No. 359,
Henry Tepfer
- LATHERS No. 72,
Hubert Connor
- LAUNDRY WORKERS No. 66,
John F. Donovan
Helen Symanski
- LONGSHOREMEN No. 1066,
James J. O'Malley
- LONGSHOREMEN No. 1448,
William A. Joyce
John F. Townsend
- MACHINISTS No. 264,
Thomas Freeman
Timothy Hurley
Daniel P. McSweeney
- MARBLE AND TILE HELPERS No. 18,
James F. Meagher
- MEAT CUTTERS No. 75,
James G. Linehan
- MEAT CUTTERS No. 396,
Max Egbord
- MEAT CUTTERS No. 592,
James F. Curley
John J. Conroy
Edward A. Haley
William Kelley
John J. Lally
- MEAT CUTTERS No. 618,
Max Hamlin
- METAL POLISHERS No. 95,
John J. Flynn
- MOVING PICTURE OPERATORS No. 182,
James F. Burke
- MUSICIANS No. 9,
Gustave Fischer
George Gibbs
James T. Kenney
J. Edward Kurth
Louis Weiner
- NEWSPAPER PRESSMEN No. 3,
Stephen W. Fardy
William J. Harris
George W. Lansing
- PAINTERS No. 11,
Raymond A. Christensen
W. J. Montgomery
- PAPER HANDLERS, PLATE BOYS AND
PRESS CLERKS No. 21,
Anthony J. DeAndrade

- PLASTERERS No. 10,
Louis Klehm
Francis O'Toole
- PLUMBERS No. 12,
Timothy A. Callahan
- PRINTING PRESSMEN No. 67,
Edward T. Gay
- PRINTING PRESS ASSISTANTS No. 18,
Walter F. McLoughlin
- RAILWAY CLERKS No. 143,
Augustine F. Calnan
Robert M. Gregor
- RAILWAY CLERKS No. 840,
Harold F. Littlefield
- RETAIL CIGAR CLERKS No. 874,
John J. Donohue
- RETAIL CLERKS No. 1114
Arthur H. Ward
- RETAIL CLERKS No. 1445
John J. Cunningham
Bernard S. Kenney
George S. Mooney
- ROOFERS No. 33,
Edward F. Hurley
- SEAFOOD WORKERS No. 1572-2,
John Donegan
Milton Elvey
George Tribuna
- SHEET METAL WORKERS No. 17,
James E. Brooks
Alfred Ellis, Jr.
James T. Moriarty
- SIGN WRITERS No. 391,
John J. Sullivan, Jr.
- SPRINKLER FITTERS No. 669,
William Barnes
- STAGE EMPLOYEES No. 11,
James J. O'Brien
- STEAMFITTERS No. 537,
Thomas F. Kelly
- STEREOTYPERS No. 2,
John H. Coughlin
- STONE CUTTERS
Nelson Mottola
- STONE MASONS No. 9,
Neil MacKenzie
- STREET CARMEN No. 589,
Henry D. C. Bell
Thomas W. Bowe
John C. Carey
John J. Cronin
Patrick F. Donoghue
Michael J. Flanagan
Timothy J. Mahoney
John H. McAnulty
Matthew J. McLaughlin
Michael J. O'Hare
John T. Padden
William A. Roche
Frank L. Shaughnessy
Michael J. Walsh
Thomas F. Walsh
Patrick J. White
- STREET CARMEN No. 1038,
William Gillespie
- STREET CARMEN No. 1205,
Henry L. Ratte
- TEAMSTERS No. 25,
John J. Buckley
Andrew Dambrosio
Augustine E. Eagan
William Geswell
Frank J. Halloran
Timothy J. Harrington
Nathan Higgins
Edward T. Jenkins
- Charles LaPlaca
John P. McDonough
Nicholas P. Morrissey
Michael J. Norton
Michael J. O'Donnell
John M. Sullivan
Thomas F. Tighe
- TEAMSTERS No. 68 (Coal and Fuel),
John J. Duffy
John J. McGrath
Michael J. Sullivan
- TEAMSTERS No. 82 (Furniture and Piano Movers),
Charles A. Armstrong
Charles F. Hanson
John H. Laughlin
- TEAMSTERS No. 168 (Laundry Drivers),
Nathan Hurwitz
P. Harry Jennings
- TEAMSTERS No. 259 (Newspaper Chauffeurs),
Frank C. Calnan
Abraham Pearlstein
- TEAMSTERS No. 379 (Building Material),
Charles A. Burns
John J. DeMonte
Charles J. Murphy
- TEAMSTERS No. 380 (Milk Wagon Drivers),
George V. Byrnes
Joseph P. Lane
Mathew J. Maloney
Elliott Peckham
Albert L. Zanella
- TEAMSTERS No. 494 (Bakery Drivers),
Raymond T. McCall
Eugene McMullen
Edward I. Trainor
Augustine F. Walsh
Albert Wilson
- TEAMSTERS No. 496 (Taxi Cab Drivers),
Charles H. Clark
Vernal Stone
- TEAMSTERS No. 646 (Food Service Sales Drivers),
Albert W. Fuchs
- TEAMSTERS No. 829 (Warehousemen),
Frank Buckley
Maurice Enwright
John Greeley
John Hamilton
John C. Harrington
James P. McCarthy
Jeremiah McCarthy
Jerome McCarthy
William Molloy
George Norton
- TEAMSTERS No. 831 (Carbonated Beverage and Liquor Salesmen),
Edward P. Reardon
- TEAMSTERS No. 995 (Oil and Fuel),
James A. Cleary
Henry E. Kelleher
- TELEPHONE OPERATORS No. B-1120,
M. Grace Barry
Gertrude C. Jones
- TILE LAYERS No. 8,
William Urbati
- UNITED GARMENT WORKERS No. 1,
Nathan Sidd
- UNITED GARMENT WORKERS No. 163,
Thomas Healy
- UNITED HATTERS No. 65,
Charles Morris
- WAITRESSES No. 112,
Katherine McNabb
Eva M. Rankin

- WOOLEN AND WORSTED WORKERS**
No. 1813,
Francis Lannigan
Thomas Mercadante
- WOOLEN AND WORSTED WORKERS**
No. 2574,
William F. Bowen
- BRAINTREE**
CARPENTERS No. 1550,
John W. Knox
- BROCKTON**
CENTRAL LABOR UNION,
Frank W. Gifford
Bernard P. Smith
- BARBERS No. 238,
Eugene J. Cicone
- BOOT AND SHOE WORKERS No. 38,
John A. Brennan
William J. Carey
- BRICKLAYERS No. 5,
Fred J. Marden
- CARPENTERS No. 624,
William Anderson
Laurence Pratt
- ELECTRICAL WORKERS No. 223,
Herbert S. Ferris
- HOTEL AND RESTAURANT EM-
PLOYEES No. 161,
Frank J. Dorgan
- LADIES GARMENT WORKERS No. 242,
Henry Brides
- MOVING PICTURE OPERATORS No.
437,
John L. Creed
- PAINTERS No. 296,
Joseph A. Johnson
- STREET CARMEN No. 235,
Thomas E. Wilkinson
- TEAMSTERS No. 653,
James F. Clark
Allen P. Nickerson
- CAMBRIDGE**
CENTRAL LABOR UNION,
Frank S. Curtin
Howard H. Litchfield
- BAKERY WORKERS No. 348,
Thomas F. Burns
John F. Fitzpatrick
- BOOKBINDERS No. 204,
John J. Barry
- FEDERAL LABOR UNION No. 21989,
Joseph J. Donovan
- FEDERAL LABOR UNION No. 22050,
William J. Ackerley
Daniel Daley
Joseph P. Healey
Dennis J. Murphy
Harold Shea
- FEDERAL LABOR UNION No. 22305,
Charles Townes
- TEACHERS No. 431,
L. F. McHugh
- CHARLESTOWN**
MACHINISTS No. 634,
Robert E. Meehan
- CHELSEA**
CARPENTERS No. 1191,
John H. Hoage
- FEDERAL LABOR UNION No. 22114,
Reuben Goldstein
- CHICOPEE**
BARTENDERS No. 116,
John F. Lynch
- BREWERY WORKERS No. 141,
Martin J. Bowen
- FEDERAL LABOR UNION No. 18518,
William Dynan
Andrew C. Tilley
- FEDERAL LABOR UNION No. 19469,
Leo P. Gendron
John Greene
Timothy Sullivan
- DEDHAM**
BRICKLAYERS No. 42,
Henry Brennan
- FALL RIVER**
CENTRAL LABOR UNION,
Daniel J. McCarthy
William Medeiros
- BUILDING LABORERS No. 610,
Raymond A. Dooley
- CARPENTERS No. 1305,
Horace Caron
- ELECTRICAL WORKERS No. 437,
George H. Cottell
- PAINTERS No. 75,
John J. Byrnes
- STREET CARMEN No. 174,
Arthur T. Howard
- TEAMSTERS No. 526,
Herve A. Belanger
Joseph A. Callahan
- FISHERVILLE**
FEDERAL LABOR UNION No. 21071,
Lucien Derosier
Joseph R. Legassey, Jr.
- FITCHBURG**
CENTRAL LABOR UNION,
Ludger J. Demmers
Elizabeth Hanley
- BARBERS No. 284,
Thomas Chapman
- LADIES GARMENT WORKERS No. 360,
Lea Carle
- MUSICIANS No. 173,
William A. Hanley
- PAINTERS No. 175,
George J. O'Sullivan
- PAPER MAKERS No. 372,
Henry C. Murray
- FRAMINGHAM**
MOLDERS No. 334,
Edward Montani
- GARDNER**
CARPENTERS No. 570,
Timothy G. Ryan
- GLOUCESTER**
CENTRAL LABOR UNION,
William MacGillivray
- GREENFIELD**
CENTRAL LABOR UNION,
Carl Walz
- ELECTRICAL WORKERS No. 761,
Walter J. Kenefick
- HAVERHILL**
BOOT AND SHOE WORKERS No. 1-0,
George T. Douglas

BOOT AND SHOE WORKERS No. 703,
 Victor E. Audibert
 Sophie Bednez
 Luke Carless
 Katherine Cotter
 Leonard J. Ford
 Mary M. Gleason
 James Healey
 Morris Heffernan
 Nellie Higgins
 Patrick Joyce
 Mildred Knipe
 Katherine Lajoy
 Florence Leonard
 Michael F. Lynch
 Ted Mahar
 Edward A. Roche
 Michael Ross
 William J. Ryan
 Annesta Savoy
 Florence Tessier
 Ruby Wentworth
 Roland W. Wilson

COOKS AND WAITERS No. 201,
 John H. Gillis

MOVING PICTURE OPERATORS No. 397,

Edward M. Foley
 PAPER MAKERS No. 204,
 Paul Mikonis

STREET CARMEN No. 503,
 Edward G. Sargent

TEAMSTERS No. 437,
 Clarence E. Gendron

HOLYOKE

CENTRAL LABOR UNION,
 Urban Fleming
 Francis Naegelen

BARTENDERS No. 81,
 Thomas J. Durnin

ELECTRICAL WORKERS No. 707,
 Timothy F. Grady

FIREMEN AND OILERS No. 4,
 Francis M. Curran

LAWRENCE

CENTRAL LABOR UNION,
 Timothy H. O'Neil
 John F. Wade

BARTENDERS No. 90,
 James J. Keeffe

BREWERY WORKERS No. 119,
 Alphonse Thompson

BUILDING LABORERS No. 175,
 John A. Fusco

CARPENTERS No. 111,
 Matthew P. Maney

CARPENTERS No. 1092,
 John J. Mulcahy

ELECTRICAL WORKERS No. 326,
 John F. O'Neil

ELECTRICAL WORKERS No. B-1006,
 John J. Havey

**HOTEL AND RESTAURANT EM-
 PLOYEES No. 319,**
 Franklin J. Murphy

MUSICIANS No. 372,
 Fred J. Graham

PAINTERS No. 44,
 James P. Meehan

PAPER MAKERS No. 366,
 William E. Walsh

POST OFFICE CLERKS No. 366,
 Henry L. Morency

STAGE EMPLOYEES No. 111,
 Thomas J. Moriarty

STREET CARMEN No. 261,
 John H. Leonard

TEAMSTERS No. 477,
 Raymond V. Hill

TEAMSTERS No. 686 (Bakery Drivers)
 Emmett E. Cudahy

LOWELL

CENTRAL LABOR UNION,
 Thomas P. Ahearn
 Sidney E. LeBow

**AMERICAN FEDERATION OF STATE,
 COUNTY AND MUNICIPAL EM-
 PLOYEES No. 39-1,**
 Warren H. Chesley

BARTENDERS No. 85,
 Hugh Maguire

CARPENTERS No. 49,
 James H. Golden

ELECTRICAL WORKERS No. B-1015,
 Edward C. Eno

ENGINEERS No. 352 (Operating),
 Albra W. Hersome

LADIES GARMENT WORKERS No. 281,
 Jack Halpern

MOVING PICTURE OPERATORS No. 546

Sidney C. Barton

STAGE EMPLOYEES No. 36,
 Anthony Alves

STREET CARMEN No. 280,
 Joseph M. Shea

LYNN

CENTRAL LABOR UNION,
 Leo F. Barber
 George H. Stone

BAKERY WORKERS No. 183,
 Abe Rosenfeld

**HOTEL AND RESTAURANT EM-
 PLOYEES No. 56,**
 David C. Moore

MEAT CUTTERS No. 71,
 John J. Driscoll

MOVING PICTURE OPERATORS No. 245,

Charles I. Sowden

RETAIL CLERKS No. 1435,
 Herbert M. Oakes

STREET CARMEN No. 238,
 Charles T. Buchanan

TEAMSTERS No. 42,
 William Brooks

John Cook
 William A. Nealey

Frank G. Williams

MALDEN

FEDERAL LABOR UNION No. 20567,
 Bella Black

Anna Cristiano
 Roberta B. Currie

Mary Evinson

LADIES GARMENT WORKERS No. 291,
 Betty Sklovitz

MILFORD

BOOT AND SHOE WORKERS No. 40,
 John F. Reardon

NEW BEDFORD

CENTRAL LABOR UNION,
 Dorothy B. DeLoid

Silvio LeBlanc

BUILDING LABORERS No. 385,
 Lionel Marchand

James C. McCawley

- CARPENTERS No. 1416,
Henry H. Bowles
Roland Dube
Joseph Guilbeault
Cecil Hammond
Joseph Lapointe
Frederick A. Snell
- ELECTRICAL WORKERS No. 224,
James F. Loftus
- MEAT CUTTERS No. 609,
Herbert A. Lee
- SEAFOOD WORKERS No. 1572,
John W. Lind
- STEAMFITTERS No. 644,
Chester H. Crossley
- TEACHERS No. 263,
John D. Connors
- TEAMSTERS No. 59,
S. P. Jason
Manuel Souza
Octavio Viveiros
- YARN FINISHERS No. 1644,
Victor Joseph
Joseph Sylvia
- NEWTON**
CARPENTERS No. 275,
Angus MacLean
- NORWOOD**
BOOKBINDERS No. 176,
John J. Connolly
- CARPENTERS No. 866,
Felix MacMaan
- LABORERS No. 138,
Lawrence Benedetto
- PITTSFIELD**
BEAUTICIANS No. 1021A,
Dorothy Webster
- BRICKLAYERS No. 20,
J. Raymond Britton
- QUINCY**
GRANITE CUTTERS,
Costanzo Pagnano
- MACHINISTS No. 1451,
Frank G. Morrill
- MEAT CUTTERS No. 294,
Kenneth J. Kelley
- STREET CARMEN No. 253,
Robert J. Egan
- SALEM**
CENTRAL LABOR UNION,
Marcus Shea
- BARTENDERS No. 290,
Leonard Gardner
- STREET CARMEN No. 246,
Ernest L. Keenan
- SOMERVILLE**
CENTRAL LABOR UNION,
Robert F. Maguire
Frank P. Mangan
- SPRINGFIELD**
CENTRAL LABOR UNION,
Charles E. Caffrey
Harry P. Hogan
- AMERICAN FEDERATION OF GOVERN-
MENT EMPLOYEES No. 178,
James E. Walsh
- BAKERY WORKERS No. 32,
Eugene Pasini
- BARBERS No. 30,
Arthur F. Caron
- BARTENDERS No. 67,
Laurence F. O'Brien, Jr.
- BRICKLAYERS No. 1,
P. W. Harrigan
- BUILDING LABORERS No. 69,
David E. Consolati
- BUILDING LABORERS No. 999,
Alphonse Poe
- CARPENTERS No. 177,
Leon Manser
- CORRUGATED BOX WORKERS No. 488,
Patrick F. Fitzgerald
Joseph W. Wagner
- ELECTRICAL WORKERS No. 7,
John J. Regan
- ENGINEERS No. 98 (Operating),
James J. Bird
- ENGINEERS No. 602 (Stationary),
Andrew F. Sheehan
- FEDERAL LABOR UNION No. 18385,
Myles Burke
William S. Fielding
Joseph E. Paquin
- FEDERAL LABOR UNION No. 20681,
George V. Abert
Lyle E. Luce
Robert E. Morrison
- IRON WORKERS No. 357,
J. W. McGuire
- LADIES GARMENT WORKERS No. 226,
Max Chansky
- MOVING PICTURE OPERATORS
No. 186,
Arthur J. Payette
- PAINTERS No. 257,
Roy Surprenant
- PATTERN MAKERS LEAGUE,
Finton J. Kelly
- PLUMBERS No. 89,
Austin D. Comer
- POST OFFICE CLERKS No. 497,
George E. Hayes
- SHEET METAL WORKERS No. 63,
Richard J. Leary
- STAGE EMPLOYEES No. 53,
Michael J. Casey
- STREET CARMEN No. 448,
Edward A. Raleigh
- TEAMSTERS No. 404,
Thomas J. Corcoran
Benjamin E. Naylor
Edward J. O'Brien
- WALTHAM**
LATHERS No. 142,
Frank C. Burke
- WATERTOWN**
MACHINISTS No. 150,
Thomas Linnehan
Daniel Sheehan
- WESTFIELD**
CENTRAL LABOR UNION,
Benjamin G. Hull
- WOBURN**
CARPENTERS No. 885,
Maurice J. Demone
- WORCESTER**
CENTRAL LABOR UNION,
Richard H. Donnelly
- BARTENDERS No. 95,
James H. Loughlin

- BREWERY WORKERS No. 136,
Everett P. Nugent
- BRICKLAYERS No. 6,
John J. Murphy
- CARPENTERS No. 107,
Bennett F. Gordon
- ELECTRICAL WORKERS No. 96,
Samuel J. Donnelly
- ENGINEERS No. 75 (Operating),
Robert A. Burns
- FEDERAL LABOR UNION No. 22269,
Freeman M. Saltus
- IRON WORKERS No. 57,
Thomas J. Stanton
- LADIES GARMENT WORKERS No. 75,
Mary Levin
- MEAT CUTTERS No. 137,
James Martin
- MEAT CUTTERS No. 221,
Michael J. Mahon
- MOLDERS No. 5,
William H. Thornton
- MUSICIANS No. 143,
Walter Hazelhurst
- NEWSPAPER PRESSMEN No. 29,
Cyril Rogiers
- STAGE EMPLOYEES No. 96,
John Hauser
- STREET CARMEN No. 22,
John M. Shea
William J. Sullivan
- TEAMSTERS No. 170,
Thomas J. Enwright
Chester G. Fitzpatrick
Oscar Johnson
Leonard A. Ryan
- FRATERNAL DELEGATE**
WOMEN'S TRADE UNION LEAGUE,
BOSTON,
Rose Norwood

Chairman Wilkinson moved the report of the committee be adopted and that the delegates be seated with voice and vote.

The motion was adopted.

President Morrissey then administered the oath to the delegates, to wit:

I, (delegate's name) of (name of organization) of (city or town), promise to use all possible effort and promote use of goods bearing union labels, cards, buttons or other insignia showing they are produced under conditions satisfactory to members of unions affiliated with the American Federation of Labor.

President Morrissey: Just before I call on Secretary Taylor to read the committee appointments I want to make it perfectly clear to the delegates that it was practically impossible to have representation from all organizations due to the fact that all credentials had not been received when expected. In order to give recognition to all organizations in the selection of committees the organizations must send their credentials within a certain time. Notwithstanding the fact that the office sent out communications requesting this be done, all organizations did not co-operate and we did not have the material with which to work.

President Morrissey appointed the following committees:

COMMITTEE ON CREDENTIALS

- THOMAS E. WILKINSON, Street Carmen No. 235, Brockton (Chairman)
- TIMOTHY F. GRADY, Electrical Workers No. 707, Holyoke
- JOHN J. MULCAHY, Carpenters No. 1092, Lawrence
- JOHN J. CRONIN, Street Carmen No. 589, Boston
- P. W. HARRIGAN, Bricklayers No. 1 Springfield

COMMITTEE ON RULES

- FRANK L. SHAUGHNESSY, Street Carmen No. 589, Boston (Chairman)
- RAYMOND V. HILL, Teamsters No. 477, Lawrence
- JAMES J. O'MALLEY, Longshoremens No. 1066, Boston
- THOMAS J. DURNIN, Bartenders No. 81, Holyoke
- ROBERT A. BURNS, Engineers No. 75, Worcester
- FRANK S. CURTIN, Central Labor Union, Cambridge
- WILLIAM P. SHEEHAN, Electrical Workers No. 103, Boston
- THOMAS E. O'BRIEN, Meat Cutters No. 219, Amesbury
- EDWARD M. FOLEY, Moving Picture Operators No. 397, Haverhill
- BENJAMIN E. NAYLOR, Teamsters No. 404, Springfield
- WALTER D. COLLINS, Federal Labor Union No. 21923, Boston
- JAMES F. CURLEY, Meat Cutters No. 592, Boston
- ALBERT W. FUCHS, Teamsters No. 646, Boston
- FRANKLIN J. MURPHY, Hotel and Restaurant Employees No. 319, Lawrence
- AUGUSTINE E. EGAN, Teamsters No. 25, Boston

COMMITTEE ON OFFICERS' REPORTS

- E. A. JOHNSON, Asbestos Workers No. 6, Boston (Chairman)
- JAMES J. O'BRIEN, Stage Employees No. 11, Boston
- MATTHEW J. McLAUGHLIN, Street Carmen No. 589, Boston
- GEORGE T. DOUGLAS, Boot and Shoe No. 1-0, Haverhill
- MARTIN J. CASEY, Electrotypers No. 11, Boston
- LAURENCE E. PRATT, Carpenters No. 624, Brockton
- JOHN F. WADE, Central Labor Union, Lawrence
- HOWARD H. LITCHFIELD, Central Labor Union, Cambridge
- HARRY P. HOGAN, Central Labor Union, Springfield
- CHARLES T. BUCHANAN, Street Carmen No. 238, Lynn
- LEONARD A. RYAN, Teamsters No. 170, Worcester
- WILLIAM A. NEALEY, Teamsters No. 42, Lynn
- ARTHUR T. HOWARD, Street Carmen No. 174, Fall River
- ALLEN P. NICKERSON, Teamsters No. 653, Brockton
- JOSEPH GUILBEAULT, Carpenters No. 1416, New Bedford
- NATHAN HIGGINS, Teamsters No. 25, Boston

COMMITTEE ON REPORT OF SECRETARY-TREASURER-LEGISLATIVE AGENT

ABRAHAM PEARLSTEIN, Newspaper Chauffeurs No. 259, Boston (Chairman)
 SIDNEY LeBOW, Central Labor Union, Lowell
 JOHN CAREY, Street Carmen No. 589, Boston
 FRANCIS F. MORSE, Bridge Tenders No. 86-1, Boston
 WALTER HAZELHURST, Musicians No. 143, Worcester
 JAMES E. WALSH, American Federation of Government Employees No. 178, Springfield
 JOSEPH A. SLATTERY, Electrical Workers No. 108, Boston
 MAX HAMLIN, Meat Cutters No. 618, Boston
 GEORGE GIBBS, Musicians No. 9, Boston
 COSTANZO PAGNANO, Granite Cutters, Quincy
 TIMOTHY J. HARRINGTON, Teamsters No. 25, Boston
 HENRY C. MURRAY, Paper Makers No. 372, Fitchburg
 FRANK C. BURKE, Lathers No. 142, Waltham
 JOHN J. CONROY, Meat Cutters No. 592, Boston
 FRANK MANGAN, Central Labor Union, Somerville
 GEORGE W. LANSING, Newspaper Pressmen No. 3, Boston
 EDWARD T. JENKINS, Teamsters No. 25, Boston

COMMITTEE ON RESOLUTIONS

HARRY A. RUSSELL, Engineers No. 849, Boston (Chairman)
 WILLIAM J. DOYLE, Electrical Workers No. 103, Boston
 MICHAEL WALSH, Street Carmen No. 589, Boston
 SAMUEL J. DONNELLY, Electrical Workers No. 96, Worcester
 DANIEL J. GOGGIN, Boot and Shoe No. 188, Boston
 ALFRED ELLIS, Sheet Metal Workers No. 17, Boston
 JAMES P. MEEHAN, Painters No. 44, Lawrence
 JOHN M. SULLIVAN, Teamsters No. 25, Boston
 JOHN H. LEONARD, Street Carmen No. 261, Lawrence
 JOHN J. DRISCOLL, Meat Cutters No. 71, Lynn
 ARTHUR J. PAYETTE, Moving Picture Operators No. 186, Springfield
 LEO H. BARBER, Central Labor Union, Lynn
 MICHAEL J. O'DONNELL, Teamsters No. 25, Boston
 JOHN J. CONNOLLY, Bookbinders No. 176, Norwood
 CHARLES A. BURNS, Teamsters No. 379, Boston
 JOHN J. REGAN, Electrical Workers No. 7, Springfield
 KENNETH J. KELLEY, Meat Cutters No. 294, Quincy
 TIMOTHY HURLEY, Machinists No. 264, Boston

COMMITTEE ON CONSTITUTION

AARON VELLEMAN, Stenographers, Typists, Bookkeepers and Assistants No. 14965, Boston (Chairman)
 JOHN McANULTY, Street Carmen No. 589, Boston

FREEMAN M. SALTUS, Federal Labor Union No. 22269, Worcester
 EDWARD I. KELLEY, Elevator Constructors No. 4, Boston
 S. P. JASON, Teamsters No. 59, New Bedford
 JOHN F. O'NEILL, Electrical Workers No. 326, Lawrence
 JOSEPH STEFANI, Cooks and Pastry Cooks No. 186, Boston
 HENRY E. KELLEHER, Teamsters No. 995, Boston
 PAUL MIKONIS, Box Board Workers No. 204, Haverhill
 WILLIAM J. MONTGOMERY, Painters No. 11, Boston
 ANTHONY J. DeANDRADE, Paper Handlers, Plate Boys and Press Clerks, No. 21, Boston
 MICHAEL H. MAHON, Meat Cutters No. 221, Worcester
 EDWARD F. HURLEY, Roofers No. 33, Boston
 HUBERT CONNOR, Lathers No. 72, Boston
 D. P. McSWEENEY, Machinists No. 264, Boston
 GRAHAM C. MALLOCH, Central Labor Union, Malden
 THOMAS E. RYAN, Bricklayers No. 3, Boston
 ANDREW DAMBROSIO, Teamsters No. 25, Boston

COMMITTEE ON GRIEVANCES

JAMES R. J. MacDONALD, Hoisting and Portable Engineers No. 4, Boston (Chairman)
 JOHN J. DelMONTE, Teamsters No. 379, Boston
 ARTHUR R. WEEBER, Brewery Workers No. 14, Boston
 WILLIAM DYNAN, Federal Labor Union No. 18518, Chicopee
 URBAN FLEMING, Central Labor Union, Holyoke
 BART P. SAUNDERS, Electrical Workers No. 104, Boston
 PATRICK McHUGH, Atlantic Fishermen No. 21455, Boston
 WILLIAM ACKERLEY, Federal Labor Union No. 22050, Cambridge
 WALTER A. SIDLEY, Teachers No. 244, Lawrence
 EDWARD HALEY, Meat Cutters No. 592, Boston
 JOHN F. SMITH, Central Labor Union, North Adams
 ROY SUPERNALUT, Painters No. 257, Springfield
 GEORGE TRIBUNA, Seafood Workers No. 1572-2, Boston
 WILLIAM N. BOWEN, Woolen and Worsted Workers No. 2574, Boston
 MILDRED KNIFE, Boot and Shoe No. 703, Haverhill
 GEORGE S. MOONEY, Retail Clerks No. 1445, Boston

COMMITTEE ON UNION LABELS, BUTTONS AND SHOP CARDS

NATHAN SIDD, United Garment Workers No. 1, Boston (Chairman)
 JOHN F. DONOVAN, Laundry Workers No. 66, Boston
 EVA M. RANKIN, Waitresses No. 112, Boston
 NATHAN HURWITZ, Laundry Drivers No. 168, Boston
 HUGH F. MAGUIRE, Bartenders No. 85, Lowell
 CHARLES MORRIS, United Hatters, Cap and Millinery Workers No. 65, Boston

HUGH KELLEHER, Boot and Shoe Workers
No. 703, Haverhill
THOMAS SENNA, SR., American Guild of
Variety Artists No. 4, Boston
ARMAND ROCHE, Boot and Shoe No. 703,
Haverhill
TIMOTHY J. CALLAHAN, Plumbers No. 12,
Boston
JOHN McLAREN, Stone Masons No. 9,
Boston
ELIZABETH J. HANLEY, Central Labor
Union, Fitchburg
DOROTHY B. DeLOID, Central Labor Union,
New Bedford
EDWARD T. GAY, Printing Pressmen No.
67, Boston
WALTER F. McLAUGHLIN, Printing Press
Assistants No. 18, Boston

Washington, D. C.
August 4, 1941

Kenneth I. Taylor, Secretary
Massachusetts State Federation of Labor
Convention
Hotel Bradford
Boston, Massachusetts

I extend to the officers and delegates in attendance at the Massachusetts State Federation of Labor Convention fraternal greetings and personal felicitations. I am confident that official reports which will be submitted at your convention will show that definite and substantial progress has been made in the extension and establishment of your State Federation of Labor. I congratulate you upon your success and achievements. I urge all in attendance at your convention to renew their obligations of devotion and loyalty to the American Federation of Labor and your determination to extend a full measure of support to the government in the fight which it is making to preserve—freedom and democracy throughout the world. I express the hope that you may hold a most highly successful convention.

WM. GREEN, President,
American Federation of Labor.

President Morrissey: At this time it gives me a great deal of pleasure to introduce as the next speaker, the Massachusetts Administrator of the National Youth Administration. It may seem there are a great many government agencies operating at the present time that do not co-operate with the Federation, but this is not one of them. The next speaker has always co-operated with us whenever called upon to do so. It gives me a great deal of pleasure, therefore, to present John L. Donovan, Jr.

JOHN L. DONOVAN, JR.
**(Massachusetts Administrator,
National Youth Administration)**

Mr. President, Mr. Secretary, ladies and gentlemen—A year ago I appeared at your state convention and told you a few things about the NYA. At that time I said it was the first time that a representative of the National Youth Administration had been invited to appear before an American Federation of Labor gathering in the state. I thanked you for that invitation and I again thank your President and Secretary for inviting me to address this 56th convention.

I have always considered that in training young people for any kind of job that we had more than an obligation to the young person in training—we had an obligation to the rest of the community and the family from which that boy or girl came. When I became head of the NYA two years ago things I found had not been very happy in relationship with organized labor. There were many things that in a way were taking the bread and butter and the milk and the meat away from the homes of organized labor, and no matter what government program there is, I believe that no administrator should allow those things to go so far as to hit the man who is working for his daily bread and butter. Therefore, I insisted that wherever there is any conflict with the NYA and organized labor in this state, that the problems be brought to me and Kenneth Taylor and we would iron them out around the table and many times such problems have come to us and many times they have been adjusted.

It is no easy matter to handle a project with 30,000 young people and there is that number in the state. Some of those young people are in schools and colleges. We believe in keeping them there as long as possible so they will

COMMITTEE ON GUESTS

P. HARRY JENNINGS, Laundry Drivers
No. 168, Boston (Chairman)
JOHN C. HURLEY, Bartenders and Hotel
Employees No. 34, Boston
WALTER J. KENEFICK, Electrical Workers
No. 761, Greenfield
MATTHEW P. MANEY, Carpenters No. 111,
Lawrence
ROBERT F. MAGUIRE, Central Labor
Union, Somerville
JEROME McCARTHY, Teamsters No. 829,
Boston

SERGEANT-AT-ARMS

MICHAEL J. NORTON, Teamsters No. 25,
Boston

Secretary Taylor read the following telegrams:

New York, N. Y.
August 4, 1941

Massachusetts State Federation of Labor
Convention
Convention Headquarters
Boston, Massachusetts

Fraternal greetings and best wishes for a harmonious and successful convention.

**UNITED GARMENT WORKERS OF
AMERICA**

Chicago, Illinois
August 4, 1941

Kenneth I. Taylor, Secretary-Treasurer
Massachusetts State Federation of Labor
Bradford Hotel
Boston, Massachusetts

Sorry that I will be unable to attend convention. However, I wish to extend fraternal greetings to the delegates and sincerely hope that the convention will be successful, harmonious and constructive.

JOHN J. MARA,
General President,
Boot and Shoe Workers Union.

The convention then adjourned until
2:00 p. m.

AFTERNOON SESSION

The convention was called to order Monday afternoon at 2 o'clock by President Morrissey.

Secretary Taylor read the following telegram:

not become a drug, unprepared as they are on the labor market. However, there are 15,000 more at the present time in this state who have left school, 50 per cent attended high school, graduates between the ages of 17 and 24. They have not received the necessary training to take their place in private industry and not wanted. Our rolls show there are five times as many, at least, who are not wanted. You know that is a terrible stigma, "not wanted," particularly these days because of inexperience at work and lack of training. Those 15,000 young people are working throughout the state on projects sponsored by cities and towns and by the federal government. Of those 15,000 boys and girls there is a turnover of 3000 a month but 15,000 is the maximum we can employ under our budget. Of the 15,000 employed at Fore River, 1500 are former NYA boys from our shops in the last year. I have extended an open invitation and it still holds, that members of organized labor in the various mechanical trades such as sheet metal work, machine shop and the others, are perfectly entitled to make application for jobs as foremen as supervisors on NYA projects. Through the co-operation of various business agents I might say that today throughout the state we have a highly skilled group of men, foremen and supervisors in our various shops. We have here in Charlestown a shop that employs 1000 boys, mostly 19 years of age. Those young fellows, half prepared, are being trained. They do not come to read books. They are back in the old America working and learning by performing. The work we do is work that cannot be bid out by government agencies. We are doing one million dollars' worth of work in New England for the Portsmouth Navy Yard. We do not compete in any way with organized production of industry. Upon that I insist and we produce things of an unskilled nature. We are trying, therefore, both from the standpoint of organized labor in the community and the family of these NYA boys and girls to give them a break in this state.

We need your sympathetic co-operation. As I told you a year ago certain organizations were up in arms, namely the bookbinders, because it was during the time before I assumed charge that some libraries were using NYA help and we found much work was being done by these boys and girls at your expense. That doesn't prevail any longer because organized labor is on the job and we welcome that. We do not build schools. We do not go into the type of work that is supposed to be done only by trained mechanics. They might do it elsewhere but not in this state. I insist that we have many types of work and training that do not conflict with the organized worker where men and women are skilled.

Therefore, I leave you with the thought that after one year since your last convention we have proceeded amicably and sat around the tables as all good people should and discussed and disposed of our problems. There is no problem too great when it comes to helping a kid who needs a hand and no greater problem than helping a family from which one of these people come. This is my policy of NYA and will continue to be my policy. I thank you once again for your continued co-operation.

President Morrissey: I want to thank you, Mr. Donovan, for your timely address. I know there isn't any doubt in the minds of the delegates that the facilities at your disposal will be at their disposal in the future as in the past.

Our next Speaker is Dr. A. O. Blackhurst, British Admiralty Officer from Toronto who comes to the convention appealing on behalf of the Merchant Sailors' League I present Dr. Blackhurst.

DR. A. O. BLACKHURST (British Admiralty Officer, Toronto)

Mr. President, ladies and gentlemen: The Merchant Sailors' League is really and truly honored that you have given them this opportunity of my bringing their message. The Merchant Sailors' League is entirely, and when I say entirely I mean entirely, a voluntary organization, which is helping the Navy League of Canada to look after the merchant mariners. Now when I say "merchant sailors," you will please understand that I mean the engineers and the stewards. I mean the carpenters, trimmers, stokers, helpers and everyone who go to make up the crew of a merchant ship. We are now faced with a very serious problem and that is to look after these brave men whilst they are in the Canadian ports, and when I tell you that on Easter Sunday we had between 15,000 and 20,000 non-uniformed brave lads who had nowhere to go, who had no home to go to, you will realize it is serious. Not being in uniform they naturally will not mingle with men of the uniformed services or take advantage of the hospitality from such organizations as the Y.M.C.A., the Salvation Army, etc., which is offered them. So the Navy League of Canada is building hospitals in Halifax, St. John on the east coast and in Victoria on the west coast. Such hospitals will take care of 2,000 men with sleeping accommodations for 500. There are among them principally British men, but there are also Norwegians, French, Danes and others of the Allied services. When these men arrive in Halifax they must have somewhere to relax, to regain their equilibrium, in order to go back and face the terrors that your President so ably put in his address. William Green has been extremely kind and sympathetic and he asked me to take his message in which he gives his implicit support for a very worthy cause.

We also have to take care of the shipwrecked mariners and I don't think it necessary for me to go into detail of what these men have to go through, rowing 1,000 or 1,500 miles. I have just come from England and I know what they go through. I leave it at that point and ask you to help us to help them. Thank you, Mr. President, and thank you ladies and gentlemen.

President Morrissey: The next speaker is a fellow who has made himself known to you on numerous occasions. He is a local fellow and he comes here this morning as a representative of Matthew Woll. His interest is in the Union Labor Life Insurance Company. As you all know this company is owned and operated by unions affiliated with the American Federation of Labor. I have known the next speaker for a long time. Ralph is here for the express purpose of enlightening us further with respect to the Union Labor Life Insurance Company. It gives me great pleasure to present to you Ralph Diehl.

RALPH G. DIEHL (Representative, Union Labor Life Insurance Company)

Again it is a real pleasure and privilege to address the 56th convention of the Massachusetts State Federation of Labor, and to extend to all the delegates assembled the greetings and good wishes of President Matthew Woll and his associate officers in the Union Labor Life Insurance Company. There seems hardly any need at this late date to advise the delegates to this convention of the Union Labor Life Insurance Company, its ownership by trade

unionists, its aims and principles, and last but not least, its remarkable record and phenomenal growth which has made it the envy of all other life insurance institutions.

Certainly, the local unions represented here, as well as the various international unions, deserve a word of appreciation from me for the support and patronage given to our company and its representatives. Our purpose and goal is to continue to serve the trade union movement intelligently and effectively both through group insurance on the lives of all members of trade unions, as well as ordinary insurance on the lives of individual members, their friends and families. At the end of December 31st, 1940, the Union Labor Life Insurance Company had in force over \$75,000,000 of paid-for group and ordinary life insurance, providing protection for the families and homes of over 89,000 wage earners.

In sitting through this session, I could not help but feel that the theme of this meeting is the emergency confronting our country and the defense measures being set up to protect it. The Union Labor Life Insurance Company joins with you in this interest. After all, the first line of American defense against the emergencies which often befall family life is life insurance, or as it is now being called, emergency money. All too often do we regard life insurance as death insurance, but as wage earners have learned, the reserves of life insurance have been able to tide them over during periods of unemployment and to speed up their defense against want and privation.

However, the real contribution of the Union Labor Life Insurance Company comes in the defense of the family against the loss of the bread-winner. It is at this point that we step in to make that loss an easier one for the widows and children to sustain. To picture it vividly, the Union Labor Life Insurance Company has paid out since its inception to the widows of wage earners, \$7,261,009. These funds have in most cases gone to homes having very little else with which to meet the emergency due to the death or disability of the bread-winner. When we realize that practically none of this insurance would have been in force today had our company not been organized, we can most fully appreciate the genuineness of the service which our company is rendering to the wage earners of our country. Moreover, to date \$420,200 has been paid to living policyholders.

So we offer our experience in your personal defense program as our contribution to the real success and welfare of the trade unionists who are represented by the delegates to this convention, and I am sure that the actions and decisions of this convention will redound to the increased happiness and prosperity of the organized wage earners represented here.

Vice-President Hull was called to the chair.

Secretary Taylor read the following telegram:

Cincinnati, Ohio
August 4, 1941

Kenneth I. Taylor
Massachusetts State Federation of Labor
11 Beacon Street
Boston, Massachusetts

In these stressing days ahead preparedness for defense of our democracy is the keynote everywhere. Labor is called upon to play a prominent part in this great task and I know Massachusetts Labor will join with Labor throughout the country in defense of our cher-

ished democracy. I extend on behalf of the Brewery Workers International Union our best wishes for a successful convention.

JOSEPH OBERGFELL,
General Secretary-Treasurer,
Brewery Workers International Union.

Delegate Reilly (Carpenters No. 40, Boston): I understand there is a resolution coming in here pertaining to ex-Governor Hurley and I am wondering if we could arrange to have him present when this resolution comes up here. It is a very serious resolution and I think he should be heard to find out if he can offer anything in defense of his action as it is with reference to non-union labor in the erection of an apartment house. I would like to know if we could have him here.

Delegate Reilly then made a motion that an invitation be extended to ex-Governor Charles F. Hurley to be present to offer an explanation in using non-union labor in the construction of buildings, which was duly seconded.

Delegate Hamlin (Meat Cutters No. 618, Boston): Since when, Mr. Chairman, has it become a custom for a convention to invite scab employers to address us? This is the first time I have heard such a motion. I believe we invite our friends here to address us, but not our enemies.

Delegate Johnson (Asbestos Workers No. 6, Boston): I assume the motion was made because of the introduction of a resolution signed by the officers and committee of the Cambridge Central Labor Union and various business agents. I have no objections to the motion if this convention can be successful in getting a reply and personal appearance from Hurley. You would be doing a much better job than we have been able to do to date. I am sure we would be pleased to have Mr. Hurley explain to the labor movement of Massachusetts his position both on the Ware Street job and the present undertaking. The motion calls for an invitation being sent to Hurley to be here and we would be glad to challenge him.

Delegate Reilly (Carpenters No. 40, Boston): I think it is customary for the accused to be heard. I am not in favor of having non-union employers appear before organized labor. I do believe we have invited Hurley to the Boston Building Trades to explain his position and he has refused to do so. Now that we have a resolution to that effect I think it would be only fair to have him come before us and tell us. He used to come to every convention and his heart was bleeding for organized labor, the blood was running out of his shoes. I think we should have him here if he will come so we can get his story.

Delegate Stefani (Cooks and Pastry Cooks No. 186, Boston): I feel it would be good to invite him so we could get his side of the question and we can ask him questions and put him on the spot. I think the motion should prevail.

The motion was then adopted.

Secretary Taylor read the following telegram:

Chicago, Illinois
August 4, 1941

Nicholas P. Morrissey, President
Massachusetts State Federation of Labor
Bradford Hotel
Boston, Massachusetts

Please extend to the officers and delegates assembled at this convention my felicitations

and best wishes for a very harmonious and progressive convention. Kind personal regards to you and Secretary-Treasurer Taylor.

WILLIAM J. DONOVAN,
General President,
Laundry Workers International Union.

Delegate Curtin (Cambridge Central Labor Union), for the Committee on Rules, reported as follows:

REPORT OF COMMITTEE ON RULES

1. At the opening of the convention, the President shall take the chair, call the convention to order and the Secretary shall read the call.

2. A roll call shall be taken upon any question before the convention upon demand of 25 delegates.

3. Seventy-five delegates shall constitute a quorum for the transaction of business.

4. No resolutions or proposed amendments to the constitution shall be received after 5 p. m. on the second day of the convention, except by majority vote.

5. The sessions of the convention shall be held between the hours of 9.30 a. m. and 12.30 p. m. and from 2 to 5 p. m., except that on the opening day the session shall convene at 10 a. m. and on Wednesday the session shall adjourn at 12.30 p. m. to reconvene Thursday at 9.30 a. m.

6. Any member rising to speak shall, after being recognized by the chair, give his name, the name and number of the local he represents and the location of the same.

7. The limitation of debate on all questions shall be five minutes, subject to the discretion of the chair. No delegate shall be permitted to speak more than twice on any one question without two-thirds vote of the convention.

8. After a motion is stated by the presiding officer, or read, it may be withdrawn by the mover, at any time previous to an amendment, or final decision, by consent of the convention.

9. When a question is under debate, no motion shall be received but to adjourn; to lay on the table; for the previous question; to postpone to a certain day; to commit; or to amend—which several motions shall have precedence in the order in which they stand arranged. The first three shall not be amended and shall be decided without debate; a two-thirds vote being necessary to carry a motion for the previous question.

10. Any amendment or resolution properly introduced cannot be laid on the table until the introducer of such amendment or resolution has had an opportunity to speak.

11. The Secretary shall have printed all resolutions coming before the convention, and shall have copies distributed to the delegates before they are to be acted upon.

12. When a motion or question has once been put and carried it shall be in order for any member who voted in the majority to move for a reconsideration thereof; but a motion to reconsider, having been put and lost, shall not be renewed.

13. A motion to suspend the rules must receive the concurrence of two-thirds of the members present, and shall be decided without debate.

14. The rules of one convention shall remain in force until the Committee on Rules shall report at the next convention and the report be accepted.

15. Roberts' Manual shall be the recognized authority on all questions not provided in these laws.

ORDER OF BUSINESS

1. Roll call of Delegates.
2. Reading of Minutes.
3. Report of Special Committees.
4. Report of Standing Committees.
5. Unfinished Business.
6. New Business.
7. Good of the Federation.
8. Adjournment.

Delegate Curtin then moved that the report of the committee be adopted.

The motion was adopted.

Vice-President Hull: At this time I desire to introduce Mrs. Rose Norwood, representing the Women's Trade Union League whom the delegates know I am sure.

ROSE NORWOOD (Women's Trade Union League, Boston)

Mr. Chairman and fellow workers—I am very happy to have this opportunity to come before the delegates and tell you something about our Women's Trade Union League. The Boston Women's Trade Union League—perhaps some of you are not acquainted with our work and what we are doing—we have been in existence since 1920 and were organized here in Boston at a convention when Sam Gompers was President. Its purpose is to help and assist everywhere whenever trade unions exist. We want you to call upon us, especially the women trade unionists. We feel we can have a great part to play in the trade union movement and the wives who are not familiar with the philosophy of the members of the trade union movement, if we can urge them to use trade union money for trade union goods we feel their forces would be very helpful.

Our League is composed of women who are affiliated with the American Federation of Labor which was endorsed by the Executive Council. We have people on our board who are candy workers, telephone operators and others, and we feel they can go back and tell what we are doing through our educational program, through the legislative work that is being done, etc. We want your co-operation. And when we send notices asking for recognition and assistance we hope you will pay attention to us. If you are not affiliated with the Women's Trade Union League we invite you to do so. If any men would like our assistance in organizing women's auxiliaries we feel we have the time, and when you do call upon us we will be glad to assist. We have literature on the tables and we hope you will find some of it and read it and learn just what we are doing throughout Greater Boston. Thank you very much.

The convention then adjourned until Tuesday morning at 9.30.

TUESDAY, AUGUST 5, 1941

MORNING SESSION

The convention was called to order Tuesday morning at 9:30 by President Morrissey.

President Morrissey: We have with us this morning as a speaker a representative of the Division of Unemployment Compensation. This representative happens to have been a delegate to this convention for a number of years. He is well known to all the delegates. I don't know that there is anything I might say that would better acquaint you with him. It is my good fortune now to introduce Fred J. Graham, Deputy Director of the Division of Unemployment Compensation.

FRED J. GRAHAM
(Deputy Director, Division of
Unemployment Compensation)

It is a pleasure to have the opportunity of addressing this gathering of so many of my good friends in the Massachusetts State Federation of Labor. In my capacity as Assistant Director of the Division of Unemployment Compensation in charge of Labor Relations, I naturally am particularly anxious that each and every one of you thoroughly understands the workings of this department of our state government, inasmuch as it is one which by its very nature at some time may well play a definite part in your working or unemployed life.

I don't think there is a state agency whose functions affect so many individuals and industries as that of the Division of Unemployment Compensation. At the same time, however, in spite of the publicity given its activities, there are still many people who are unfamiliar with the objectives of the Division. They know it pays money to people out of work—they have a vague idea that in some mysterious way it also creates jobs for those persons; but there are even people who think of it as a cross between a welfare agency and an overgrown Santa Claus. I feel it is vitally important, in order that the Division may best serve you when the need arises, and that you too may be able to co-operate with us to your best advantage, that you know all about the Division and how it operates. In the few minutes allotted to me I will try to draw you a brief picture of its set-up and functions.

The work of the Division of Unemployment Compensation is one of the phases of the Social Security Program, and this work is divided into two distinct parts, employment service and the payment of unemployment compensation. Whenever a person becomes unemployed and applies for unemployment compensation at one of our local offices, he must first file an application for a job. Finding this man a job is our main objective. If we can't find him a job—notice I say "find" and not "make"—then, provided he is eligible, we pay him unemployment compensation. Our employment service matches men and women with jobs. We try to find jobs for applicants—we try to fill jobs for employers who are in need of workers. The Division does not and cannot create jobs.

At the present time, due to the national defense program, our task of filling the employment needs of employers has become very difficult. Defense requirements have made great inroads into the supply of available

workers of all kinds. Skilled workers, particularly those in the aircraft and shipbuilding industries, are scarcer than the proverbial hen's teeth, and we are forced to use every method at our disposal—radio, press, direct mail and word of mouth solicitation, to unearth likely labor material and induce those people to register at our offices for employment. Our employment offices—thirty-five of them—are located in all of the large industrial centers of the state. Their work is co-ordinated so that it is possible to cover the entire Commonwealth, and even reach outside the state if necessary, in order to meet the requirements of employer and employee in our efforts to match men with jobs. A few figures right here might interest you.

During the year 1940, 455,527 persons applied for employment with the State Employment Service. Of these, 52,849 were placed in employment—a little better than 1,000 per week. Now compare this year with 1940. For the first six months of 1941, 333,827 applied for employment and 49,462 were placed—better than 2,000 a week. This increase, of course, is a direct result of the National Defense Program.

The second phase of the work of the Division of Unemployment Compensation is, as its name implies, the payment of benefits to eligible unemployed workers. I know that I need not attempt to justify the need for unemployment compensation legislation since the labor movement pioneered in the performance of this work among its own unions. As a matter of fact the labor group was responsible for the introduction of the social legislation of which unemployment compensation is a part. Unemployment compensation is not relief; it is not a vacation allowance, nor is it health insurance. It is insurance against the loss of employment.

In order to safeguard the rights of the worker and maintain its impartiality, the Division's regulations provide that no referral of a worker shall be made to fill any vacancy which exists or has been created by reason of a labor dispute.

To return to unemployment compensation, if it is a form of insurance, the logical question arises "Who pays for it?" In the early administration of the State Unemployment Compensation Law, both employee and employer contributed to the Unemployment Compensation Fund, and in making this statement I refer, of course, only to those employees working in employment subject to the law and to those employers covered by the law. On July 1, 1938, the employee contribution was discontinued and the employer since that time has borne the entire burden of the contribution. Under the law, employers of four or more individuals in ordinary business and industry are required to contribute 2.7 per cent of their payrolls up to the first \$3000 per employee. There are some types of employment which do not come under the law, such as employment with the federal government, the Commonwealth, municipal governments, charitable institutions, agriculture, etc., but I will not go into that at the moment, except to repeat that there are certain exempted employers.

The employer, therefore, is the one who pays the bill, treating his contributions as an overhead expense. However, it is only fair to

say that you and I—all of us—in our purchases of commodities, indirectly bear the cost.

Next you may ask, "Who reaps the benefit of this legislation?" My answer is that through its operation, a man who through no fault of his own becomes unemployed and fulfills certain other requirements of the Law, is able to maintain his self-respect through the receipt of weekly benefit payments. In many cases this makes it unnecessary for him to deplete his savings or seek relief, and these weekly unemployment benefits act as a cushion during his unemployment. In addition, these payments enable an individual to maintain his purchasing power and thus assist the local businessmen in the community.

Here again you may be interested in a few figures. For the fiscal year ending June 30, 1941, the number of benefit claims filed in Massachusetts totaled nearly 525,000. During this same period about two and one-half million checks, totaling about twenty-five and a quarter million dollars were paid to claimants. The average amount per check was \$10.01.

Briefly, that is the outline of the work of the Division of Unemployment Compensation. You will all realize that it is impossible to describe all of the phases of this law. But I should like to recapitulate a little in order to fix a few of the more important facts in your minds.

The Division's work is dual-phased. Its primary function is that of matching men with jobs. Our employment service covers the entire Commonwealth, and is also linked with the national employment service covering the entire country. There is no charge to either employer or employee for this service. The second phase is the payment of benefits, which is an insurance against the loss of employment. These benefits are paid to the unemployed worker who satisfies the requirements of the law as a matter of right and not as a matter of need. There is no stigma of welfare or charity about the transaction. An unemployed movie star who is temporarily minus his huge salary, is just as much entitled to receive unemployment compensation as is a bus boy in a restaurant. Unemployment compensation benefits are not only paid to the individual in total unemployment, but are also paid to the individual in partial unemployment.

Massachusetts leads the country among states of comparative size in prompt payment of benefits. We are exceedingly anxious that the unemployed worker receive his unemployment compensation when he needs it, not weeks afterwards. On the other hand, the Division is likewise exerting every effort to prevent the perpetration of fraud.

If members of your union are entitled to unemployment compensation we shall be glad to have them file a claim at their nearest State Employment Office. They will receive courteous and prompt service. All we ask is that they state accurately and exactly any earnings which they may have had during a week of unemployment, whether partial or total, and supply us with such other information as is necessary in order to properly handle the claim.

Up to this point I have refrained from discussing with you the activities of the Division in connection with National Defense. The Division is working in close co-operation with the federal government, labor unions, and business organizations to the end that an adequate labor supply which is so essential to the production of defense goods, may be maintained. In the recruitment and maintenance of the state's labor supply, the Division has been active. It has endeavored to discourage the useless migration of Massachusetts labor into other states when jobs paying a commensurate salary exist in

Massachusetts. To further this end, it has endeavored to make available to interested workers as much information as possible concerning positions open not only in Massachusetts but in other states. Through the clearance system which its employment service maintains, the Division is usually able to inform unemployed workers of openings in localities other than their own. Thus it is possible to maintain a fluid condition in the state's labor market by which workers who are without jobs in their own areas may be informed of opportunities in other sections.

The Division acknowledges the assistance and co-operation which members of the labor movement have given to the local State Employment Offices, particularly in connection with securing workers for National Defense activities. It is our endeavor to conduct operations in such a way as to continue to merit the co-operation of the labor movement. Finally, I urge those of you who are not already familiar with the work of the local State Employment Offices to visit the office nearest you. You will find the office manager will welcome the opportunity to explain in detail how the employment office can serve the members of your community.

President Morrissey: The Chair now recognizes Secretary Taylor.

Secretary Taylor: In view of the fact that the Committee on Rules has reported and their report provides that there will be no afternoon session tomorrow, and in view of the fact that the nomination of officers shall, according to the Constitution, be the first order of business of the Wednesday afternoon session, I move that Section 5 of Article 5 be suspended and that the nomination of officers take place at 11 o'clock Thursday morning.

The motion, after being duly seconded, was unanimously adopted.

President Morrissey: We have many members serving on public boards and commissions. In this connection we have with us this morning a member of the Boston Building Trades Council and a delegate to this convention, John Carroll of the Cement Finishers Union of Boston. John is a member of the Massachusetts Housing Board. He has always spoken to us in the language we best understand and he has always painted a very descriptive picture of the Housing situation. I have asked him to come to us and explain some of the work he is endeavoring to do as a member of the Housing Board. I present John Carroll.

JOHN CARROLL (Member, Massachusetts Board of Housing)

In 1933 at the convention of this organization held at Springfield, it was announced that Governor Ely had complied with the request of Labor that he appoint me as a member of the State Board of Housing. The act which provided for a State Housing Board was the culmination of 25 years of constant effort on the part of Labor to bring about a means by which the sub-standard housing areas of our cities could be eliminated and decent sanitary homes provided for the workers. I had interested myself in this problem for some time and was very happy to think that I would have a part in its solution, but little did I realize the complexity of the job to be done.

Federal funds were available for housing as a part of a public works program, but stress was laid on the importance of providing jobs and the housing was a by-product. To develop

sound planning under these conditions was difficult. In the beginning, the Government was anxious to loan money to private corporations but sound equities were lacking, there were no legally constituted local bodies which could cooperate with them and this finally made it necessary for the Government to build itself. For four years there was a constant changing of policies during which time we here in Massachusetts endeavored to catch up with them and at the same time study our own housing needs. It was not until 1937 when the government declared that the eradication of sub-standard houses and the provision of wholesome homes for families in the low-income group was a public responsibility. With this declaration was developed a method of procedure and a financial plan which has worked reasonably well.

As I look back over the past seven years, I often wonder how those charged with the responsibility of promoting public housing had the courage to carry on. It has been a constant battle and at times very discouraging. Social progress is exceedingly slow and invariably meets with the opposition of those elements in our society who are constantly on the alert to protect their privileges and ever mindful of the welfare of the under-privileged. Brick and mortar may create a structure but rarely ever a home, and it was with homes that we were concerned. A thousand and one social and human problems arose of which we had never dreamed. There was the problem of the political adjustment in the various cities to a new idea, how to treat with the unreasonable and greedy owner of property in land takings, and finally the complicated problem of making sure that only the most deserving families were selected as tenants. All of these presented a challenge which has been met, and I believe successfully.

The record of accomplishment is considerable. Nine local Housing Authorities have been established and 19 projects are being developed. Seven of these projects are completed and being tenanted; eight are in the process of construction; and four are in the planning stage. Together these projects will provide 9,164 dwelling units at an approximate total development cost of \$45,000,000. It must be borne in mind that for every new dwelling unit built there will also be a substandard house destroyed, and that over 9,000 families will be provided with modern homes which they could not otherwise afford to occupy. This is an undreamed of record, but I am sure that you will all agree that the job is by no means completed. Much remains to be done.

The present national emergency without doubt will slow down the progress of this great movement. This is as it should be, for first things must come first, but like the remark of Joseph Tumulty, formerly secretary to President Wilson, when asked what he was going to do about social progress when the emergency was over replied: "We will then resume hostilities." This also might be said of public housing, and you may be sure that when this emergency is over we will again resume not "hostilities" but "great activities."

Recently, I had the honor of being appointed as a consultant on Defense Housing by the Federal Works Agency in Washington. As you no doubt know, the national emergency has brought about in our state a large increase in the number of those employed in the defense industries. This in turn has in many cases created an acute housing shortage. In many instances, men are required to travel distances as great as 75 miles to get to their job, which materially reduces their productive value. The federal government, recognizing the seriousness of this problem, has appropriated some \$300,-

000,000 to provide homes for these defense workers. At the present time, five projects are being developed. One project is completed and is now being tenanted in Boston; Chicopee has one project under construction and one project being planned; Fort Devens has one project under construction, and there is a project at North Weymouth in the planning stage. These projects will provide 1850 new dwelling units. As the situation develops, we may find other communities where housing will be needed, but I feel sure that the federal government will meet the demand wherever it exists. I might also add that I was one of the two people from this state who attended a national conference sponsored by the President's Defense Committee, and had much to do with convincing the federal government that the providing of homes for the defense workers was not only a necessity but a governmental responsibility.

At this time, I think it is fitting that I should focus your attention on the future which in my judgment should very much concern labor, especially those of you that make your living in the construction industry. Where are you to find employment when this emergency has passed and what can we do about it? I believe the time has come when Labor must join with others in a progressive and constructive way, and by others, I mean banking, real estate and business in general, in a united attempt to solve this problem. I personally have given a great deal of thought to this subject and I have enlisted the co-operation of one of Boston's leading lawyers, Mr. Philip Nichols, who has rendered such valuable service in drafting the legislation which has made possible our present low-rental housing program. Together with the State Board of Housing, we have initiated legislation which, if successfully enacted, will provide a program of lasting benefit to you all.

Today in all of our cities, because of the decentralization of population, we find tremendous substandard housing areas, blighted or abandoned. Each year these areas cost the city more to maintain and return less in taxes. The city as well as real estate, banking, business and utility companies, have an enormous investment here. If something is not done to restore these areas soon, this investment will become a total loss and the cities will find themselves in a desperate financial condition. Most of these areas if reconstructed properly can again be made desirable places to live.

Schools, churches, libraries, parks, utilities and public services are already present and all that remains to be done is to intelligently re-plan these areas to provide for modern housing, and in some cases for the rehabilitation of well-planned old housing. This housing should provide good accommodations for all income groups.

Public housing has made a good start on this program, but it provides only for those families in the lowest income group.

The great extent of these substandard areas makes it evident that federally-aided Housing can never complete the job. Private enterprise must be encouraged to invest its capital in these areas. To do this, they must be given a measure of tax abatement, the power of eminent domain, and assured a reasonable return on their investment. At the same time all projects must, of course, be subject to supervision by proper public agencies to insure their soundness and protect the public interest. In the past, lacking the power of eminent domain, private capital has been limited in its ability to assemble large areas of property. In a program such as this, being of a public character and under proper control the granting of this power is both necessary and justified.

Improper land use is basically the cause of most of the troubles in our cities today. We can correct this in the future by seeing to it that these decadent areas are redeveloped in accordance with their best land use whether it be for housing, commerce, parks, playground or other public purposes, redeveloped to meet the greatest need; protected by proper zoning, and as a part of a sound long range city plan.

There has been widespread interest in this legislation by all the affected groups, so much so that Legislature has appointed a special recess commission to make a study of the problem and report on it as early as possible. I know that there are federal agencies ready to insure the loans, and am sure that private capital will be available. If we could once get started on a program of this sort, I believe it would go a long way toward solving the financial difficulties of our cities; provide an outlet for frozen capital, assure all classes decent housing at a reasonable rent. The work to be done is so extensive and so widespread that it will take years to do the job, and thus for a long time would be an insurance against unemployment.

If we can lay the ghost of unemployment, many lives would be immeasurably happier. So I say to you, let's all get back of this program to the end that the future may be more secure for all of us.

President Morrissey: We have with us, as you are all able to observe, the Governor of the Commonwealth. As you all know this is that occasion during the course of each convention when the Governor of the Commonwealth is invited to address the convention. There perhaps isn't anything that I might say that might bring the Governor any closer to you. I am of the opinion that the delegates are as well acquainted with the Governor as I am. So it gives me a great deal of pleasure at this time to call upon His Excellency the Governor, Leverett Saltonstall, to acquaint you with the problems of his office. So, Mr. Governor, I present you to our convention.

**HONORABLE
LEVERETT SALTONSTALL
(Governor, Commonwealth
of Massachusetts)**

Mr. President, Mr. Taylor, Mr. Moriarty, Miss Murphy and delegates to the annual state convention of the American Federation of Labor — It is a great pleasure to bring you the greetings of our Commonwealth for the third time. I might say that for a few hours on the night of November 5th last year I wasn't sure that I was going to have that pleasure this summer. But it is a token, if you will, of the respect in which our system of government is held in this country so that a man that wins by a very small majority has the ability and the confidence in the system of government so that all people of the state recognize that when a man has won an election he is the holder of the office to which he has been elected. That is particularly true in my case when we think that the majority last November was less than one-half of one per cent. That is a token, as I say, of the confidence in our system of government here in the United States. So I am glad to have with me again for the third time our beloved Commissioner of Labor and Industries, Jim Moriarty. I tried to hint to you last summer that I thought he would be here in any event, whether I would be here or not, but I am very much pleased to have him here with me.

Today our interest is fixed on national questions. I note that you had a speaker of the

national government here with you yesterday. The papers, morning and night, show us that the whole interest of our people is in national and international problems. But in thinking of national questions we still want to remember very decidedly that the great body of our people in this country turn to local and state governments to settle most of their daily questions. People in our various communities want to see their water systems maintained; they want to see their sewer systems maintained, their roads, their fire departments their police departments and all that goes with the making of a good local government service. And so what we must do in state and local affairs today is to maintain to the greatest possible degree the confidence of our people in the administration of our local and state affairs. Then and then only can they turn with a free mind to their problems of a nation-wide import and then and then only can they meet, to the best of their ability, whatever problem from day to day that may come.

In the past two years we have seen a lot of changes here in Massachusetts. Two years ago I remember that I said that in my opinion, and I know in yours too, that jobs and the getting of jobs in private industry was a most important question that faced our government. Last year I called the matter to your attention again and told you what we in our state government were attempting to do about it. Many persons in Massachusetts have obtained jobs in the past year. The records in our employment offices show that today there are a great many more people working than even a year ago.

Last year I told you that we had appointed a commission to see what we could do to bring national contracts, that is national business, to Massachusetts. That commission was appointed in May. It immediately commenced to function and throughout the past year and now, in collaboration with the Regional Co-ordinator of the federal government, we have attempted to see what business we were capable of doing here in Massachusetts and then try to see that we can get it from the administration in Washington. Throughout last autumn and in the winter months Massachusetts had somewhere between 10 and 15 per cent, I believe, of all the contracts let by the federal government and then, of course, as those contracts have become greater and greater in amounts and number that percentage has gone down. But today I feel confident that we are getting our share of the business that is coming out of Washington. That means more jobs for our people and that is what we want to encourage. That can be perhaps better divided into two very brief questions. The first is the question of having the space in which that business can be done, in which the goods can be produced; and the second, to find the men and women who can do the work and make those goods into the finished products. We have had various surveys, so I think today our state has been pretty well covered as to the possibilities of what can be done here in Massachusetts. We are trying to make our college people better fitted to do these jobs.

You are interested, and have been always interested, in apprenticeship training. There is now pending before the legislature a bill which I believe will reach my desk and if it does I shall sign it — a bill to create a Division of Apprenticeship Training in the Department of Labor and Industries under Mr. Moriarty. That was a recommendation of Mr. Moriarty and that has been a build-up of the past several years to build up inducements in Massachusetts to enable again to build up to a greater degree the apprenticeship interests and with that goes the vocational schools. Today the

number of vocational schools are entirely limited to the amount of funds we have to put into that service of the government, but we are co-operating with the federal government in the conduct of those schools so that we may receive what assistance we can from them, and I hope, and I am confident, that you will agree with me that we want to maintain here in Massachusetts, to the best of our ability, the responsibilities for handling those schools. In other words, we don't want to turn over to the federal government what shall go on in this school. We believe Massachusetts has an excellent system of education and vocational training and what we want to do is to maintain that individualism of action and to make those schools of the most possible value for our young boys and girls who want work and who are needed in the industries that are now so vital to our national need.

Then there is the question of steadiness of employment and may I congratulate you gentlemen and ladies who are here, congratulate the Board of Conciliation and Arbitration, congratulate the Commissioner of Labor and Industries and all those who have been concerned in the steadiness of employment in the past three years in this state. Our record is the best of any industrial state in the country. In the 10 leading industrial states today, we have had less time lost on strikes than any of those states. Our people have lost an average of one-half of one day's work. That is a great record. And yes, ladies and gentlemen, representing as you do the various branches of industry you can take a great deal of pride for that situation and what we want to do is to see that it continues and improve to a greater degree.

There have been many questions of legislation offered to the Legislature. I would rather leave that to Mr. Moriarty when he speaks to you tomorrow to give out that information. I might only say that I signed yesterday a bill regarding the minimum and maximum amounts of benefits under the Workmen's Compensation Act. There is a bill pending under which unemployment compensation will be extended to employers of one or more — now it is four, and I am informed there are provisions in that bill to cut down the waiting period and other administrative changes.

The main thing is that I can report to you today as I did last year that our state again leads all industrial states in the payment of benefits to our citizens who have been temporarily unemployed and are entitled to those benefits. The last figures I saw two or three days ago showed that we were just under 96 per cent of our benefits being paid on due date; and our employment offices have also increased in value as they are showing over 50 per cent more placements in the second quarter of this year than they were last year. Their work has been made easier by the increased demands of business. That is what we are doing in general, locally and as a state and if I may just for a moment trespass on your time I would like to touch on one or two of the problems that I believe faced and faces us in a very serious and tremendous way in the next few years, not only as a state but as a nation.

We are all vitally interested in national defense programs and as a result many more of our citizens have jobs than in the past 10 or 12 years. Our problem as I see it and your problem and the problem of all of us, whether we are in public office or whether we are in responsible private offices or offices you hold in your unions, is to see that when this emergency is over that our people have jobs. In Massachusetts I will give you two examples: The General Electric, according to the last figures I saw and perhaps they may be more now, was

employing in Pittsfield and in Lynn something over 25,000 people. They ordinarily employ something about 14,000. The Fore River Ship Yards in Quincy, according to the last figures I saw and they may be more now, were employing upwards of 18,000 men. They ordinarily employ somewhere between 4000 and 5000 men. Now our great problem, in order to maintain our system of living and our government in this country, is to see that those men, those 18,000 in Quincy and those 25,000 in Pittsfield and Lynn get jobs, and jobs in private industry, when this emergency is over. That to me, and I know to you, is the greatest single problem that is facing us in the future.

President Roosevelt a few days ago put Vice-President Wallace in charge of a commission to work on the general situation now and to study that question in the future and I want to assure you gentlemen and ladies who are here today that I have had that matter very much on my mind for the past six months and I have been holding back the appointment of a group of citizens, a similar group, to study that problem. Perhaps our ideas today may be absolutely no good in 1943 or in 1944, but what we do want is to have some ideas on which to work. As I say our ideas today may be of no value when that problem becomes uppermost in our minds but when that time does come I hope we shall have the co-operation of this group here because only with your help can that be even fairly solved. In that connection there is another question of the utmost importance whether you are in public office or in private industry, and that is the question of preserving the integrity of our Unemployment Compensation. Today we are building up unemployment compensation. Today we don't need that unemployment compensation to anywhere near the degree we did last year or two years ago, but what we have to see is that no single group of citizens, no matter how deserving they may be, can get to it. If we decrease this balance now then there won't be available in 1943 or 1944 the help those men in Quincy and Lynn and Pittsfield will need. That is what that fund is for.

I want to say to you, but I can't prove to you, that Germany had this system prior to the 1920's and when Germany had that very difficult period between '20 and '22 when the value of the money went down, what happened there? The system was wiped out when it was needed most and the people felt that it failed them when they needed it so badly and they lost confidence in it. We have set that system up. It is in its experimental stage and I think it is vitally important, too, to preserve that and not let anyone get his hand on it, so that when our fellow citizens need it they will have it.

The future depends upon the financial integrity of our government, whether local, state or national. You and I expect services of our government. I mentioned our local governments, our water, our sewer systems, our fire and police departments, our schools, etc. Those are here and we take them for granted. We have various administrative services in the state. We want to have them continue and today we see that the national government is more and more advising on matters which we consider of a local nature. And so what we must do is to see that our government can and must perform those services at a time when we as a people need them most. We must see that these services are rendered efficiently.

Finally, we here in Massachusetts are vitally interested in the preservation of state government. In the past six weeks or less we have had come to our offices at least six times, notices or orders from the federal government

saying to the state government of Massachusetts, "You do this and do that before a certain date or we will withdraw the contributions that the federal government is making to Massachusetts for that service." There is nothing that gets under my skin more than that. In some instances the government is right that our services aren't as good as they should be and we try to improve them, but in some instances the way we are rendering our services here in Massachusetts are better than in most of the cities or communities of the country. We are ahead of them and to adopt what they want means to go backward rather than forward. The preservation and integrity of state government, I believe, is vitally important. You people here through your own initiative, through the fact that Massachusetts is an old state in length of time, have built up a higher system of union labor, a higher system of understanding of government than perhaps any other state in the union and you, as I see it, are vitally interested in seeing to it that we preserve the integrity of our state governments throughout the country and most vitally here in Massachusetts, because if we want to continue to go ahead of the rest of the country we have to in some things fight because of our physical and geographical situation, then we want to see that our dollars are handled as we feel best.

I want to say that in going over the history of your organization in the past one or two years, the power and the influence of the great bodies like the American Federation of Labor have grown steadily in your influence in Washington and it has grown constantly here and with that growth and power becomes needed responsibility. There comes a responsibility of creating and trying to help in every way that you believe is best, not only for your own interests but for the people of the state as a whole because you can only go ahead as the people of the state as a whole go ahead and you can only go ahead if you maintain here and throughout the United States a sound system of government.

We have seen what is going on in the rest of the world. Chaos is the best word to express the conditions of the rest of the world today. We are like an oasis in the desert. We have been able to maintain our system of living, we have been able to maintain our system of government, but we find that we cannot be like an ostrich. We have to take part in the world affairs and we have to see to it that our system of living, that our system of government continues when this emergency is over.

And so I say to you honorable ladies and gentlemen to whom I bring the greetings of the Commonwealth again today, you have a great responsibility. You are a powerful organization and I hope and trust that you feel the same way as I do—that our system of government, that our system of living is worth fighting for; that it is worth maintaining; and that it is worth considering, in every possible selfish and unselfish thought, that the future of ourselves, our children and our grandchildren in these very tough critical years that I know we face in the future. Thank you ever so much.

President Morrissey: Thank you, Governor, and before you leave I would like to make just one observation. I believe in being constructive. During the course of your remarks with respect to the co-operation expected of organized labor, we want you to know that we are willing and are at the present time co-operating 100 per cent, but it is necessary that the powers vested with the authority to appoint recognize the fact that we are only able to be of assistance when recognized and we can only give that cooperation and assistance if they will give

recognition to the trade union movement by appointing members of this Federation to the various boards and commissions.

Governor Saltonstall: May I say that your President and your Secretary are on our Committee of Civil Defense at this time, and as I said no plans for the future may be any good that we may make now. They may not fit in with ideas and plans of a later date unless your organization is represented and unless you take an active part. I can assure you that if any state committee is formed on that subject, and I will try to form one, I will go to you and I will ask your President to give me the most constructive, the most imaginative man who will have the time to devote to the job, because it is a big job.

President Morrissey: We have with us another speaker this morning who will address you in connection with the Office of Production Management. This speaker is one of our own who has been a delegate to these conventions year after year. He comes here this morning with some information with respect to the Office of Production Management which is newly-created in the defense set-up. He represents the Labor Division of the Office of Production Management. I present to you Rudolph N. Marginot.

RUDOLPH N. MARGINOT (Representative, Labor Division, Office of Production Management)

Mr. Chairman—It is indeed a happy privilege for me to meet with you today to discuss some of the problems confronting the government in adequately supplying defense labor needs.

The National Defense program, as you know, is rapidly and progressively assuming proportions of great magnitude—concentrated in four major classifications, aviation, machine tools, ordnance, shipbuilding. To man the labor requirements for these four industries some 2,000,000 additional trained workers will be necessary during 1941-1942, computed on the basis of existing contracts. To implement this demand, the Labor Supply and Training Section, OPM, is calling upon you men and women for earnest co-operation. Training schedules and labor supply requirements of necessity must be co-ordinated in their respective areas to meet the known demands of industry. This whole scheduling area is a field in which Labor can play a considerable and important role.

Let me cite a few production problems. In plane production a ceiling has been set, designed to reach parity with the Axis powers by July, 1942. The Army and Navy of necessity have revised the estimate of required air strength. After the destruction of Amsterdam, estimates were doubled and following the fall of France, estimates were again raised to a total ceiling of 75,000 planes. Coinciding with the quantity of planes production, the size of bomber aircraft increased tremendously into the flying fortress type now in production. To fulfill the expanded needs in this field the entire production of aluminum plants of America is required. Time is the motivating element today and until the seven new production plants are completed, priorities on consumer goods are in effect. The index of total production of military airplanes through the end of April 1941 was only 8 per cent of estimated requirements—by September only 18 per cent will be produced. If the United States is to build an effective air fleet, present production schedules must be revised upward and a far more strenuous production effort must be made. This will mean gearing all

the functions of democracy to a supreme effort. Labor, employers, materials meshed together in a united drive.

The two ocean navy program calls for doubling the number of our combat ships. Our navy and private shipyards are now contracted to their fullest capacity. New ways are being constructed on the Atlantic seaboard wherever possible, and the Gulf and Great Lakes regions are being further explored for possible shipbuilding facilities. On the basis of existing contracts in June, a six year ship-building program was in effect. Recent developments in the Atlantic and the Dutch East Indies have resulted in further requirements for merchant tonnage resulting in a 10-year shipbuilding program, if facilities can be found to lay down keels. The steel required for these ships will strain the capacity of steel production. Some curtailment will take place, particularly in pleasure cars and the construction industry.

The dislocation of workers in these industries will occupy the minds and efforts of each one of you here within the next few months. Three hundred thousand additional workers will be necessary next year to meet this shipbuilding schedule production. Forty per cent of these 300,000 workers will, of necessity, be men equipped with shipbuilding skills who are not now available. It is obvious that the skilled labor disassociated from civilian good industry can and should be transferred to meet the demands of defense needs with a minimum of dislocation. In this work, management and labor must work hand in hand to effectuate a smooth working program, by integrating the various steps of this potential labor supply in their proper sequence. Such a revision in our production economy may appear stupendous, but in terms of the need of the hour it would be hard to label any possible effort extravagant of accomplishment. Uniform wage structures have been determined and blanket contracts have been signed covering most all shipyard areas. Labor and employers alike are effectively demonstrating their co-operation in effectuating these agreements.

Similarly, the aircraft and construction industries have co-operated in this stabilization program and are now in process of perfecting agreements.

Combat vehicles at the end of April reached an index figure of 6 per cent of total production requirements, mainly scout cars. Production here has been stepped up, particularly in light tanks, so the production figure by the end of September should approach 21 per cent of total requirements. It is estimated that on the basis of expanded contracts up to April 1942, an additional 200,000 workers will be needed in this important field. Existing public and private employment referables will not supply sufficient manpower in the skilled classifications for this production, and Labor will again be called upon to assist in recruiting the necessary skilled men to man this labor load.

The machine tool industry, plus the anticipated parallel uplift of employment in service trades, will further expand demands upon the labor market.

Add to this the anticipated increase of our armed forces to an enrollment of 2,000,000 men and a clear picture of the problem confronting America is evidenced. The urgency of Labor participation to assist in the recruitment and training of these additional wage earners is apparent. At the present hour—expansion in defense production has resulted from two current labor trends—increased overtime hours of work, and multi-shift operations. The greatest proportion of wage earners in March was still occupied on the first shift. Some increase has been reported of industry extending to three-

shift schedule. This of course is accompanied by further demands on the available labor market.

Into this overall picture of National Defense labor requirements is the dismal scene of stoppages of work. With the great bulk of American labor co-operating 100 per cent with defense efforts, some 11 strikes during June, involving 28,000 workers, were of serious concern to the National Defense program. With the machinery of government providing adequate services for mediation and arbitration and the labor section of the OPM working assiduously to prevent work stoppages and correct any misunderstanding between employer and employee, any protracted dispute in the field of labor relations will not be tolerated by the leaders of the American labor movement.

In connection with the task of securing workers for a rapidly expanding national defense program, the Labor Division has as one of its duties the co-ordination of public agencies for locating and training workers. Seven government agencies, in addition to the Army and Navy, are either administering or closely associating with the defense labor supply and training programs. These government agencies are the U. S. Civil Service, U. S. Employment Service, U. S. Department of Education, WPA, Federal Committee on Apprenticeship Training, NYA and CCC.

The defense program is using to the fullest extent possible the facilities of the U. S. Employment Service in meeting the labor requirements of the national defense program. The Employment Service is endeavoring, in dealing with the labor recruitment problem, to effect the most efficient mobilization of manpower possible. The full use of the facilities of this service is essential in meeting this objective. This means that the workers and organizations of workers should use fully the services of the employment offices in order to make use of the information which is available on the labor requirements of industry and the available labor supply in various occupations.

A great many of the older unemployed workers, because of prior work experience, have dormant skills which can be quickly restored by short refresher training courses. Such training enables them quickly to meet the objective of supplying needed occupational skills for defense production.

The Federal Committee on Apprenticeship is assuming an increasingly important place in the training of skilled labor through the promotion and development of trade apprenticeship programs. The apprenticeship unit, through its field staff, encourages the adoption of minimum standards of apprenticeship for various trades and offers guidance and assistance to any industry desiring to initiate and operate a program of apprenticeship training.

A new phase of training for defense workers is the training-within-industry program. This has been established as a service to defense industries to meet their increasing needs for trained workers and supervisors. The training is carried on within and by industries themselves. The training-within-industry program is not a substitute for apprenticeship which has as its objective the training of all round skilled craftsmen. The extension of trade apprenticeship in accordance with the standards of the Federal Committee on Apprenticeship Training will provide a carefully selected group of apprentices to meet the longer range needs of industry for skilled workers.

The present period calls upon us to face the facts—to know what is going on—and to realistically contribute to the strength of a united national effort. Never has there been a time when the need has been greater for whole-

hearted co-operation upon the part of all groups and individuals. Labor, together with industry, must face the issue squarely for the preservation and improvement of the basic and enduring ideals of democracy. There can be no other course for America. The mobilization of manpower, accordingly, is the mobilization of our national working capacity and skill for the all important purposes of defense production. Top defense production requires an unusual amount of labor skill. Modern ordnance, tanks, airplanes and ships cannot be built with appropriations or dollars but only by the skill of free labor. Hundreds of skilled trades are involved, many of them scarce, for the defense production emphasizes an output unfamiliar to a normal economy—all in all, it is no exaggeration to state that the productive energies of this nation never have faced such a challenge to skill, co-operation and brains as is faced at the present time.

We are now in the early stages of a period of shortage in certain particular skills—skills without which the entire defense program will be seriously handicapped. A generation of youth had grown up during the depression without the normal amount of experience in industry. One-time skilled workers, ousted from industry, had made their living at service stations and behind grocery counters. The basic skill of these workers must be inventoried and canalled into key defense industries—through the setup of refresher courses—which will enable them to attain normal productive capacity.

To effectively gear all facilities of government in this supreme effort, the Office of Production Management has established 12 regional labor supply offices based upon the 12 Social Security districts. The New England States comprise Region No. 1. All questions on production for defense needs will clear through these regional offices. Problems concerning plants, materials and workers are involved in which Labor can make a definite contribution.

A full-time labor man will be selected to act for all branches of labor in this regional office. We ask that he be implemented by representative labor committees actively participating in all policies and procedures affecting the wage earners. These committees will not be advisory in character, but actually will participate in the determination of policy affecting labor supply problems for their respective areas. It is quite apparent, particularly in Massachusetts, that organized labor looks askance today when discussing the effectiveness of so-called "advisory committees."

If your present committees can be reorganized and revitalized for proper participation and not "window dressing," they may efficiently contribute a service of particular value in this over-all picture of labor supply and training.

Underlying this entire work of skill training is the concept of Labor assistance and co-operation. It is our opportunity to demonstrate for all time that the manpower of democracy is capable of supreme mobilization, and the productive power of democracy is capable of supreme production, animated by the spirit of free men. We realize that nothing is more fundamental to our democratic institutions than an integrated labor movement. With democracy on trial as never before, organized labor is accepting the challenge to its resourcefulness, initiative, efficiency and co-operation. The capacities of industry, Labor and educational institutions are being increasingly utilized for national defense. The leadership and co-operation of all industrial groups, Labor and industry alike, are essential, if satisfactory results are to be obtained.

And in conclusion, I need not call upon each and every one of you to enter into this national coordination, and assist in this vital task. You are now part of this program. At this time, every agency of the government, at every level, must function with maximum efficiency. They and you are all parts of the broad program of national defense.

We must face the fact that defense needs are primary needs. We must realize, that any burden this involves is nothing compared to the difficulties we would face were our defense efforts to fail. I believe, and I think you believe, that our defense effort will be marked by success, but at the same time, we must also realize that the effort we all co-operatively make, will be the measure of that success.

The convention then adjourned until 2 p. m.

AFTERNOON SESSION

The convention was called to order Tuesday afternoon at 2 o'clock by President Morrissey.

Secretary Taylor read the following telegram:

New York, N. Y.
August 5, 1941

Mr. Nicholas P. Morrissey, President
Massachusetts State Federation of Labor
Bradford Hotel
Boston, Massachusetts

Personally and on behalf of the Union Labor Life Insurance Company I wish to extend fraternal greetings to yourself, your associate officers and delegates assembled in convention. Congratulations also upon the past year's achievements and best wishes for a successful convention, the decisions of which, I am sure, will manifest their wisdom and validity in the coming year.

MATTHEW WOLL.

President Morrissey: We shall now hear from a speaker who is well acquainted with all of us, especially those who come from the building trades. He is an annual visitor and speaker at our conventions. It is a real pleasure to introduce Colonel John J. McDonough, New England Regional Administrator of the WPA.

COLONEL JOHN J. McDONOUGH (N. E. Regional Administrator, Work Projects Administration)

Mr. Chairman and members of the American Federation of Labor—It is a pleasure for me to attend your 56th annual convention and I want to express to you my appreciation for your invitation. You have a long program and I will make my remarks very brief.

With reference to WPA, you have heard the statement made from time to time that the WPA workers do not accept private employment. I have with me figures to show that since January 1, 1941 to June 30, 1941, in this region, meaning New England, that 24,000 workers have left WPA for private employment. You probably know our regulations require that a person who has gone into private industry is entitled to come back if that person loses his or her job through no fault of his own. We have received back in that same period of time almost 7000 workers, which means that 17,000 of our workers in the last

six months have gained or obtained private employment and are keeping their jobs.

Our WPA in Washington has established a new division that I know you will be interested in and I am quite sure and know you will be interested in helping us with this new program. It is devised to provide training and to give our workers a chance in private employment. At present we are training on a so-called 50-50 basis, 50 per cent coming from the state employment offices and 50 per cent from WPA. Such trainees are being trained in crafts in which they have had some experience, by giving them a so-called refresher course which lasts about 10 weeks, at the end of which time we hope private industry will take over these men and give them private employment. To find out what group and what individuals are qualified for such employment we have what is known as a national defense register. Throughout the New England states we put in, by groups, the names and addresses of those who have had some sort of training, whether in a machine shop, at sheet metal work, lathing, welding or any other trade. This private employment that we speak of is for the purpose of aiding national defense firms that have defense contracts.

This new division is expected to provide jobs for those who have had such training. Also, we are to provide and give firms an opportunity of placing, at our expense, a certain number of workers that they feel they can use. For example, if a firm has a large defense contract we would like to place, say 100 men or 50 men or perhaps 500 men who have really had some training for a certain job, and we pay the regular wages they are receiving with the further provision that under no circumstances would we allow our workers to receive less than the wage and hour prescribed wage. We are not established fully yet. We have established a regional director, so-called. We have established a state director in four of our New England states but not in two and when these are appointed, we are going to contact industry and prevail upon them that it is to their own interest and the interest of national defense to give these individuals work. We are satisfied that they can do the job. We have 20,000 individuals on the national defense register, of which 10,000 have had recent experience and by that I mean within the last four or five years and we have the refresher course so that they can refresh their training and be put into private industry.

I hope, Mr. President, Mr. Secretary and members of the Federation, that you will give us every assistance possible for the purpose of placing some of our men in industry. Thank you very much.

Delegate Burns of the Committee on Resolutions, reported for the committee as follows:

RESOLUTION No. 35

MORGAN MEMORIAL STRIKE

Whereas, Morgan Memorial Co-operative Industries, Inc., professes to be a charitable organization, when in reality all of the various materials and products collected and reconditioned by this establishment are disposed of for profit and persons who are the quasi beneficiaries of Morgan Memorial Co-operative Industries, Inc., charity are forced to work out any gratuities on a per diem basis, and

Whereas, Morgan Memorial Co-operative Industries, Inc., has been very successful in

evading taxes and other legal requirements complied with by other similar establishments, and

Whereas, The employees of Morgan Memorial Co-operative Industries, Inc., have been members of Furniture Drivers Union, Local No. 82, for a period of eight months and during this period have worked under a signed agreement for six months, which was agreed to after a three day lockout, and since the expiration of the agreement negotiations were carried on for two months, and

Whereas, The directors of Morgan Memorial Co-operative Industries, Inc., have flatly refused to continue negotiations and have flatly refused arbitration and 48 members of Furniture Drivers Local No. 82 are now on strike; therefore, be it

Resolved, That the Massachusetts State Federation of Labor go on record as condemning the un-American activities of the directors of Morgan Memorial Co-operative Industries, Inc., by refusing to deal with the proper collective bargaining agency of their employees, and be it further

Resolved, That a committee appointed from the floor of this Convention ascertain the facts and that the Executive Council of the Massachusetts State Federation of Labor issue a public statement setting forth these facts.

[Submitted by Delegates Charles A. Armstrong, Charles F. Hanson and John H. Loughlin, Teamsters No. 82, Boston; Nathan Hurwitz and P. H. Jennings, Laundry Drivers No. 168, Boston; Edward P. Reardon, Teamsters No. 831, Boston; Chester G. Fitzpatrick, Leonard A. Ryan, Oscar Johnson and Thomas Enwright, Teamsters No. 170, Worcester; Augustine E. Eagan, M. J. O'Donnell, John J. Buckley, William J. Geswell, Andrew Dambrosio, Nathan A. Higgins, Thomas F. Tighe, Edward F. Jenkins and Michael J. Norton, Teamsters No. 25, Boston; John J. DelMonte, Charles A. Burns and C. J. Murphy, Teamsters No. 379, Boston; Will Anderson, Carpenters No. 624, Brockton; George S. Mooney and Bernard S. Kenney, Retail Clerks No. 1445, Boston; Arthur H. Ward, Retail Clerks No. 1114, Boston; Mathew J. Maloney, Joseph P. Lane, Albert L. Zarella, George V. Byrnes and E. Peckham, Teamsters No. 380, Boston; E. A. Raleigh, Street Carmen No. 448, Springfield; Jeremiah F. McCarthy, Teamsters No. 829, Boston; Michael J. Sullivan, John Duffy and John McGrath, Teamsters No. 68, Boston; John J. McNamara, Firemen and Oilers No. 3, Boston; Helen Symanski, Laundry Workers No. 66, Boston; Martin J. Casey, Electrotypers No. 11, Boston; Harry P. Grages, Central Labor Union, Boston; John J. Driscoll, Meat Cutters No. 71, Lynn; John Kearney and John C. Hurley, Bartenders No. 34, Boston; E. A. Johnson, Asbestos Workers No. 6, Boston; Aaron Velleman, Federal Labor Union No. 14965, Boston; John J. Murphy, Bricklayers No. 6, Worcester; John H. Gillis and Clarence E. Gendron, Teamsters No. 437, Haverhill; Paul Mikonis, Paper Makers No. 204, Haverhill; Charles H. Clark and Vernal E. Stone, Taxicab Drivers No. 496, Boston; W. L. Brooks, John Cook and W. A. Nealey, Teamsters No. 42, Lynn; J. G. Donohue, Retail Cigar Clerks No. 874, Boston; Kilby T. Marble, Hat Workers No. 87, Amesbury; Leo F. Barber, Central Labor Union, Lynn; William F. Bowen, Woolen and Worsted Workers No. 2574, Newton; Thomas Mercadante and Frank L. Lannigan, Woolen and Worsted Workers No. 1813, Boston; John H. Leonard, Street Carmen No. 261, Lawrence; Joseph M. Shea, Motor Coach Operators No. 280, Lowell; E. G. Sargent,

Motor Coach Employees No. 503, Haverhill, and William Walsh, Post Office Clerks No. 366, Lawrence.]

The committee recommended concurrence.

Delegate Burns moved the recommendation of the committee be adopted.

The motion was adopted.

President Morrissey then appointed the following committee in conformity with Resolution No. 35: Delegates E. A. Johnson, Harry P. Grages, Mary Gordon Thompson, P. Harry Jennings, Charles Armstrong, Nathan Hurwitz, Chester G. Fitzpatrick and Secretary Taylor.

President Morrissey: The next speaker is a native son who is known to quite a few of us. Perhaps some of you have met him while he was serving in his numerous capacities. So that you know more of his background, I should say he is a past national commander of the American Legion; he is a former assistant to former Attorney-General Paul A. Dever and at the present time is serving in the capacity of State Administrator in charge of the sale of Defense Savings Bonds. I present to you Daniel J. Doherty.

DANIEL J. DOHERTY
(Massachusetts Administrator,
Defense Savings Staff)

President Morrissey and delegates to the 56th annual convention of the Massachusetts State Federation of Labor—It seems to me that in my appearance before this convention my first responsibility is to express my appreciation to President Morrissey and Secretary Taylor for having accorded me an invitation to come here and participate in the speaking program. In my public and professional life opportunities to demonstrate my attitude toward Labor have not come to me with a succession of frequency as perhaps to some other individuals. However, I think I can truthfully say that on the occasions I have been given such opportunity I have evinced a solicitude for Labor and an understanding of its objectives that I am quite sure are appreciated particularly by the officers of your organization.

In coming here today I do so for a very special purpose. I am going to endeavor to express what I have to say to you in a relatively short time because I have an understanding of the atmospheric conditions under which you are meeting and the inconvenience and discomfort necessarily attendant.

About the first of May, the Secretary of the Treasury evolved a plan to help finance the national defense program by a system of borrowing from the people of the United States. This well might have been accomplished in the orthodox way through the promulgation of bond issues as has happened heretofore, with the exception of the World War when Liberty Loan drives were resorted to. In the period of three months that has lapsed since we started there has been over 600,000 dollars worth of purchases of defense savings bonds. Nothing is stated as to the number of defense stamps purchased. This is what the Treasury Department believes to be a democratic undertaking in that it provides an opportunity for the individual to directly purchase and therefore to inculcate the sense of individual responsibility and an understanding of what this program is all about.

In order that you may know what we are trying to do and the way we expect to accomplish it, may I portray an over-all picture of the organization. It was my responsibility to get the state of Massachusetts mapped out, to get it at least sufficiently organized so that we might begin to expand our activities and my first responsibility was to get a representative committee of the entire Commonwealth—a representative committee of the professional, the industrial, the trade, civic and social life of the Commonwealth. And as to the representative of the American Federation of Labor on that state committee I asked the co-operation of your Secretary-Treasurer-Legislative Agent, Kenneth I. Taylor, so that your representative is Kenneth Taylor; and may I say as a matter of interpolation that this organization is very fortunate in having a man so intellectually and practically equipped as Kenneth Taylor to keep his finger on the pulse beat of general activities as they affect Labor throughout this entire Commonwealth.

I also attempted to organize the various cities and towns on the same basis so that we would have a program that would bring about a synchronization of an effort from the bottom up as well as from the top down.

You are particularly interested in how Labor can co-operate, and there is a program for Labor to undertake. We will be calling the fields of banking, of trade, of industry, and insurance and public utilities and I am speaking relatively as to the question of employee personnel. There may be some other branches of activities such as our public payroll where there is an employee personnel. We are attempting to get those employees well organized. In the industrial field Labor has a job to do. We are asking employers to institute, to make available to employees a system of voluntary payroll allotment. In some instances there may be a misunderstanding of what we are trying to do and what I want to stress as emphatically as I can is the fact that it is a voluntary effort on the part of the individual, but we know where an employee makes a decision to have a portion of his wages allotted weekly or bi-weekly, to become possessor of a defense savings bond, and that is the initial decision, then the saving is made almost automatically.

I don't need to tell you who have some actual experience with life that the groups that are going to feel the tremendous impact of a recession during the aftermath of this emergency will be the laboring group, the one who isn't equipped to be able to withstand it. You know the reservoirs for the skilled labor in this country and those who were well trained had to resort to laboring jobs. The Treasury Department assumes to forestall and to obviate any spiral of inflation that might be started and at the same time serve a dual purpose. They contemplate a system of thrift so that the man who is working in industry may lay aside a portion of his earnings so that it will mature 10 years from now when he and his family will need it most and when he will have to make plans for the higher education of his children.

Superficially regarded, the purchase of a defense savings bond may be strictly a financial investment, but analyzed figuratively, it is an investment in America itself and I am going to say to you, as an individual, what I said to the bankers' convention and conventions of other organizations in Massachusetts, that as an individual I would be perfectly content to waive any income, any yield or any interest for the next 10 years if I felt there was not going to be any impairment of the institutions of this country and no lessening of the American

standards of living. We are sometimes unappreciative of how fortunate we are and one of my great impressions was the utter complacency of the American people. We are content to accept the status quo in the belief that we are and that we can keep it unimpaired without doing anything. If we make no contribution to our organization or to our community, ultimately to our state and national government, then the national government and the various subdivisions will be just as good and no better than the collective merit of the individuals in this country.

I note on pages 56 and 57 of the Joint Report of the Executive Council and the Officers of this State Federation of Labor a treatise on the matter of Defense Savings Bonds and that message has been very well said and perhaps better than I can say it now. I would like to have an assurance, and I have a partial one already, that the American Federation of Labor take to its heart this governmental program. It has the endorsement of your national organization. No one has co-operated with the President of the United States more than President Green of the American Federation of Labor and I am sure that such a disposition will permeate right down through the ranks to the individual locals so that we may say, to the American Federation of Labor in Massachusetts, just what we say with respect to our state when pointing to its program of accomplishment and its disposition to help enhance the national welfare, the Massachusetts Federation of Labor—there it stands. Thank you very much.

President Morrissey: The next speaker is one who has worked among us prior to and since Frank Fenton became Director of Organization for the American Federation of Labor. He has been endeavoring to lend himself to every organization in its appeal in addition to carrying on the regular functions of his office. I think that out of courtesy for the services he has rendered that he is entitled to your attention. I present to you John J. Murphy, New England Organizer for the American Federation of Labor.

JOHN J. MURPHY (New England Organizer, American Federation of Labor)

Thank you President Morrissey. Delegates to the 56th annual state convention—I am glad to have the opportunity to come back once more to you and to present a report of the activities of my office during this past year. In the state of Massachusetts at the present time we have 63 federal labor unions as well as having turned over a total of 36 locals to various internationals affiliated with the American Federation of Labor. During the past year the American Federation of Labor organizations have won 35 elections before the National Labor Relations Board, the CIO has won 18 and the independent unions have won six. Before the Massachusetts Labor Relations Board the A. F. of L. unions have won 62 elections as against the CIO winning 23 and the independent unions winning nine elections.

I think I may say this is a pretty good record, but I wish also to say to you that if we had the full co-operation from all of you that a few of you have given us, that it would have been possible to have doubled what we have done. Unfortunately some of you sit back and say "let the other fellow do it." I would say we have about five or six active central bodies in the state of Massachusetts whom I can actually say really went out and did a swell job. I know the rest of you can

help if you will. While you are waiting to find out what is going to happen and telling me that the CIO is not bothering you—yes, you learned they had taken you the same as they did to others throughout this country. I have had the experience of working among them through various parts of the country as well as in New England and Massachusetts. They have taken from the weakest and the strongest. I have heard some say that they can't do it here. But when they have nerve enough to take the Teamsters, they will have nerve to tackle any group. I have seen organizers of the American Federation of Labor knocked down around the streets and still we find some playing with that type of person who represents a dual organization and I don't know why.

I want you to co-operate with us. I beg you to and ask you for it. I can state one particular case of a president of a central labor union who was instrumental in turning over from 12,000 to 14,000 textile workers, and he was the man who did the job and no official of any other organization is entitled to one bit of credit for that splendid piece of work, and that is Jason of the Teamsters. I worked with him and fought with him but I want to say he has always been ready to co-operate and go down the line. The Boston C. L. U., the Springfield C. L. U., the Cambridge C. L. U.. I want to say have co-operated but very few more have co-operated with me. With the handful of organizers and with the very few central bodies who have helped do the job that has been done, what can we do with your help? I will say to you there would be no dual movement no rival movement in the state of Massachusetts if you would co-operate because the A. F. of L. is not going out signing contracts without wages and hours and working conditions that are not approved by the employees whom they will affect and that is much more than our opponents of the CIO can say. They are interested only in the check-off and the closed shop and they are not interested in wages or hours or working conditions. It has been proven time and again.

What happened to the Schuster Mills when I was given the same contract that Sidney Hillman signed without a man in the union being present and what did Sidney Hillman accept? I realize he is one of our great federal officials and that I am serving on one of the boards of which he is in charge. I want to say the statement that was made by a government representative of the OPM board when he said, the supposedly committees, the figure heads, it is true. In this matter in so far as your defense industries are concerned and the United States government, it has always been the policy of the A. F. of L. to co-operate to the fullest extent. I wonder if you can realize certain things, but I know if you had gone through some of the experiences I went through this past week in Washington you would realize the situation. There isn't one who isn't going to be affected by it. I asked the question of the chairman of the board which I sat on. He said, "to tell you the truth I don't know," and after all he was the representative of the government and the chairman of the board appointed by Sidney Hillman.

As the representative of the A. F. of L. on that board you can rest assured I will fight for every condition that our workers can get. The rubber industry was the first to be brought to our attention. I asked if they wouldn't tell me just what defense meant. I was politely told by one that defense, "to me it means army and navy orders. I am not interested in anything else." If that is going to be true and they are only going to be interested in army and navy orders, I wonder where you are going

to fit. The rubber industry has already been cut 20 per cent and they expect to cut it more, and those who are not doing defense work will get nothing and the same thing applies to every other industry in and out of the American Federation of Labor. Your shops are going to be affected. He explained it would mean they would be interested in ships to be used for soldiers and sailors and marines. What is going to happen to the rest of you? I say you are facing one of the worst fights you ever were in and you must get representation on boards in Washington. I think your State Federation should form committees to fight these matters. The CIO is fighting very hard.

I asked the government agent the question as to where a man is drafted from one industry to another, where he can be used on defense, whether or not the government wouldn't provide for that man a condition whereby he could go back to his former position and retain his seniority and other conditions he had had in the other industries and we were told "they would think it over." Those are some of the things you are going to have to fight.

In so far as your legislative problems are concerned in Massachusetts your work is here within the state but it will spread out to everyone of you and I feel if you don't make yourselves heard in Washington, as well as the American Federation of Labor, there will be many walking the streets. Talking outside to one of the old timers today he said, "I suppose it is pretty hard to get mechanics." Don't let that worry you. You heard the speakers here telling you how they were creating programs whereby they are training them to do this, to do that and the other thing. I wonder how many more will be facing it. But I am going to tell you that the government agencies are going to consult me or we will find out why because they are not going to throw our people out of work. They tell you they will pay their salary. But don't forget when they have been trained, your old timer who has held a job for years, unless you have a good seniority clause in your contract, is the one who will walk the streets and the young fellow will take his place.

You have to have a militant organization. You have to fight these conditions. We believe in co-operating with the government. I asked, "If they could take the rubber away overnight why couldn't they provide jobs overnight?" He said, "We will do it when we get to it." I tell you we will have to wake some of those people up. Everyone won't be in the government employ.

Another condition we find in the rubber industry still is a nation-wide company that is a company who has plants all over the United States, on the priority question may be given a hundred thousand contract and they decide

where the work will be done, whether in the South, in the North, the East or the West, not the government. But if you have one factory you have to use it so that they are breaking down conditions and the law is now passed and they have a right to do it and they can ship every kind of raw material into the South or wherever low wages are paid unless we can bring pressure enough to ask them to designate plant by plant and not company by company.

Last week I had a gentleman come to my office to ask what we could do in so far as getting steel for a concern, elevator constructors, where they have been doing work for the Army and Navy. So you can imagine how it is going to hurt everyone of you. There are many things that we are going to be confronted with and I would like to ask the delegates to this convention to prepare themselves so when it does happen your local union will be in a position to have an answer to the question because if you don't it will be just too bad and as I told the Colonel of the Army, I am very sorry but President Green has told you he is ready and willing to co-operate while John L. Lewis and the CIO have not. I am very much afraid that the people will lose the only weapon they have and that is their own economic strength if you don't give this consideration.

I want to thank all those people who have co-operated with me in the past year. I have been out of town for five months' duration and I appreciate what they all did for me but I am now back and I hope and trust I may be able to call on each of you. At an organizing meeting in Washington last week President Green told me to offer to the Massachusetts and New England labor movement through their central bodies, their co-operation and if they come to the office and express a desire for organizing work, that they will put on an organizer in their districts and he is willing to pay all the expenses of that organizer plus half his salary and let your central bodies pay the other half, and you state what the salary shall be. If he is willing to go that far I think we should receive some response from some of the central labor unions. Get your money out of the banks and spend it for organizational purposes. And with the rate of taxation going on you may be better off to spend it that way.

So delegates to this 56th annual convention I want to thank you again for giving me this opportunity to appear before you and I hope I will be able to bring back a much better report a year from today and again I want to thank you.

The convention then adjourned until Wednesday morning at 9:30.

WEDNESDAY, AUGUST 6, 1941

MORNING SESSION

The convention was called to order Wednesday morning at 9:30 by President Morrissey.

President Morrissey: The chair recognizes Delegate Fardy.

Delegate Fardy (Newspaper Pressmen No. 3, Boston): I deeply regret at this time to report to this convention the death of a brother member of my local union and a delegate to this convention—Joseph A. Dart. He was affiliated with the trade union movement for over 40 years and was an international representative of the International Printing Pressmen and Assistants Union of America. I think it fitting and proper that this convention stand in silent reverence to the memory of the late Joseph A. Dart.

President Morrissey: I don't know how many delegates heard what Delegate Fardy said, but for the benefit of all delegates I regretfully announce that Joe Dart, who was for many years connected with the Printing Pressmen's Union, was called to eternal rest last evening and the delegate from the Printing Pressmen's Union respectfully requests that one minute of silence prevail out of memory for his departed brother. So on the strike of the gavel we will recognize the request of the brother.

(Thereupon all delegates stood in silence for one minute in respect to the memory of the late Joseph A. Dart.)

President Morrissey: We have a representative of the Office of Production Management here this morning who will briefly outline to us some of the functions of that organization in this area. I present to you, Clarence G. McDevitt.

CLARENCE G. McDEVITT

(New England Representative, Training Within Industry, Office of Production Management)

Mr. Morrissey, gentlemen of the convention—At the outset I want to express my very deep appreciation for the privilege that was accorded me to appear before you to explain briefly the activities of the state with respect to the training within industry of the OPM. I am in full understanding of the pressure of time you are under and I propose to cut in half about what I had in mind to say.

I have been very anxious to speak before this Federation. No doubt you know what we are trying to do in northern New England in the training in industry activity. Although most of my business career has been spent on the management side, I think I can qualify as a friend of Labor. If your friend and my friend, Bob Watt, were here now I think he would endorse such a qualification. I have been in Geneva as a representative and I talked labor matters with him very often. When I enlisted as a volunteer in this work it was my expectation that I would stay in it for a few months until it was organized and then let someone else take over.

My function in this work is to stimulate the maximum of understanding among the manu-

facturers and an appreciation of the value of shop training as contrasted with pre-employment training and supplementary training. If industry is in need of these skilled mechanics, these craftsmen, then it must be stimulated. It is known that pre-employment training in schools is a valuable aid but it is essential that there should be a simple plan of training on the job under competent instruction. We have now in northern New England some very effective training programs. We know there are some plants where it is not so and in some shops not at all.

Let me here inject that what some of the industries in this respect do not know is amazing. We found a small group of manufacturers who did not know that state employment offices were available. They did not know of the availability of trade schools, or that the state educational department could provide teacher training. A year ago last May the thought was suggested in Washington that if the need for between five and eight million new workers was not attained in the defense program that were needed, that something must be done about training men to fill the industries that we require. That was presented to the then National Advisory Committee on National Defense, which is today known as the Office of Production Management. There are four divisions—purchase, production, priorities and labor. Training within industry comes under the labor division and I want to take just a moment to tell you that they have labor policies made up by 16 labor men and the particular training within industry activity has an advisory committee made up of 12 men, six from management and six from Labor.

A conference was held in Washington last October. Representatives were present from Labor and industry to discuss whether a scheme that had been proposed for a training program was practicable. It was so decided and districts were established throughout the country. The district which I was asked to represent is made up of New Hampshire, Vermont, Maine, and Massachusetts. I have an advisory committee of two from labor and two from management. Representing Labor are J. Arthur Moriarty and Mr. Kelleher of Worcester. I have a consultant staff of about 50 men made up mostly of men actually in industry who have volunteered to give advice and counsel to industry and had no experience in the training program but would like to help.

First, there is no compulsion about this. There is no pressure. We have something to offer and it can be taken or left as industry so wills. It is a consultant service. We have divided up the 450-odd prime contractors in these four states, each having over \$10,000 contracts and have asked them to sit down and talk over these training programs. In most cases they have agreed. A survey is made as to labor supply, whether they are having strikes or problems and whether they are utilizing tax supported agencies such as schools or employment offices.

If there were more time I would like to tell you some of the experiences those men have had in the field. We have about 15 bulletins that serve and provide a simple systematic training program, not to work as theorists but as practicable men who have been engaged in production for many years. It is tested and

proven. I would say the upgrading was the very cornerstone and it insists that new manpower in these times from the outside should never be employed if there is anyone in the plant who could be promoted with an increase of pay. It means the employers should keep a careful analysis of their workers. It means getting the co-operation of everyone in a given plant and having them understand that training for promotion is the American democratic way of life. It means helping the man as we see it, the hopes and aspirations in the hearts and minds of all men.

One bulletin suggests or tells of the experience and how to break a new man on the job. Another one suggests that unless this program results in the saving of half the time, the telling or showing method is not so practical. I could tell you some examples if I had the time. Another bulletin tells about pre-employment training, particularly in schools. So far as we can see the effectiveness of what we are trying to do with the aid of my advisors and consultants I find organizations ready to serve. There has not yet been a great demand but I expect to be called on more as the full impact of the defense program is felt and the pressure for skilled help and adequate supervision becomes heavy. It must be remembered that we are a little different than they are in the country. I will give you a few figures taken about three weeks ago when there were about 15,000 manufacturing establishments in New England employing about a million. Eighty per cent employed less than 100 and two per cent over 500. With some industries, small groups, the problem isn't the same as in large industries. Many of them, in my opinion, are too complacent. They are not anticipating the need. They are all right for now but they are not anticipating the need to come.

As I have said I wish there might be time to discuss this for an hour so that you might know some of the details. I hope I may have the privilege of really discussing this with some of your officers and committees. I will close by quoting an article I read last week: "America today faces blood, sweat and tears no matter what road we take. We have a choice of degree, not of kind. We are entering upon a hard decade that will try the souls of men and nations, but we must meet our destiny no matter which road we take. If we march shoulder to shoulder through the valley of the shadow, fearing no evil, confident in that consolidation of strength which has made us great, united we stand." Thank you very much.

President Morrissey: Thank you Mr. McDevitt. I shall now call on Chairman Pearlstein of the Committee on the Report of Secretary-Treasurer-Legislative Agent, who will submit a partial report.

Vice-President Grages was called to the Chair.

Chairman Pearlstein made the following report:

The Committee on Secretary-Treasurer-Legislative Agent submits this partial report at this time, because we feel that it is of utmost importance, and that the delegates should have sufficient time in which to discuss the recommendations attached hereto.

State Fund for Workmen's Compensation

President Morrissey in his opening address stressed the importance of putting on a vigorous campaign to put this act on the statute books. Secretary-Treasurer Taylor in his report on Pages 29, 30, 31 vividly conveys to the convention the manoeuvres of those special interests who were and are hostile to the act. Let

us have no illusions about the fight that we will have to wage against the insurance interests, one of the most powerful in the United States. Their lobby, together with inexhaustible funds at their disposal, will leave no stone unturned to kill this bill. Radio, press, mail, and every other conceivable form of propaganda will be employed to kill this bill. Past experience with the insurance lobby has proven that no form of distortion or misrepresentation will be omitted. So, let us face the facts as they are. Money we must have. A means must be devised to secure enough money to meet the expenses of this campaign. By that we do not mean that we are to attempt to match dollar for dollar with the insurance companies, for that would be impossible.

For the past 23 years, members of the Federation have strived, through years of sweat and toil and desperate effort, to achieve for the workers of this Commonwealth a State Fund for Workers Compensation. It now appears to be on the threshold of success. We have overcome every obstacle including an unfriendly legislature. We have the required number of signatures, notwithstanding the technical difficulties and barriers that were placed in our way. The Supreme Court of our state has ruled that our petition is valid.

We are all ready to go, except that the necessary finances to carry us through must be provided for. The problem that we face is the method to be employed in obtaining the necessary funds. One thing is certain, we must have a continually assured income, small as that may be. To that end your committee recommends and concurs that:

1. An assessment of one cent per member per month on each affiliated union, such assessment to begin on September 1, 1941 and end November 1, 1942.

2. That the President of the State Federation of Labor appoint a state-wide committee consisting of members from each regional district to devise ways and means to raise added money for purposes of financing the fight to put the State Fund Act over, and we further recommend that all money so received shall be turned over to the Secretary-Treasurer of the State Branch through which all disbursements shall be made, and it is further recommended that all these activities be supervised and controlled by the Executive Council of the State Branch.

Chairman Pearlstein then moved that the committee's partial report and recommendations be adopted.

Secretary Taylor: Before action is taken on the recommendation of the committee I would like to say one or two things. First I would call the delegates' attention to the fact that the committee's recommendation means that beginning September 1st, the imposition of a one-cent assessment, to be continued for 14 months or throughout the time which we will be in a contest with about 65 insurance companies. The delegates must remember, and I hope they will bear in mind, that a state federation of labor is a voluntary organization. There will be some unions that may not be represented here today, or during this week, that will feel that the imposition of an additional penny is something they don't want to go along with. Therefore we all ought to go back home and convince them that we are in an "all-out" fight and that either the insurance companies which write workmen's compensation will survive or the Federation of Labor will crown its 23rd year of struggle for a state fund with success.

The going has been, as you know, very difficult from the day we started getting 20,000

signatures. The insurance companies, through the Legislature, forced the question to the Supreme Court, feeling certain that members of the Supreme Court who hadn't been reading election returns would rule that such a law would be unconstitutional. They didn't! They ruled, with one dissenter, that the Legislature was perfectly constitutionally competent to enact such a State Fund for Workmen's Compensation. Knowing the Legislature would not do that, of course, you took action here two years ago instructing us to place the matter on the ballot. Accordingly, the bill was filed with 24,190 signatures, and regardless of the attitude and action of the Legislature the matter now goes on the ballot because today we meet the final constitutional requirement which is that 5000 additional signatures be filed which assures us of a place on the ballot. We are filing approximately 11,000 or 12,000 signatures. But that just starts the fight!

Remember if you will that insurance companies are operating a dynasty and have been operating one since 1912. There are 65 different insurance companies that have been getting "gravy" out of the Workmen's Compensation Act for that period of time and they don't intend to have anyone take that "gravy" away. They are going to have every scrub woman, every automobile insurance agent, every life insurance agent, everyone else connected directly or indirectly with insurance companies, out in this campaign. I have served notice, probably without proper authority, on those insurance writers that we are not concerned with them but if they involve themselves in this fight which concerns Labor, then we might be able to cook up a fight in which they might be involved. I have reference to the insurance agents who sell automobile insurance. If they want a real fight, if they want to involve themselves in workmen's compensation, then perhaps the labor movement might well consider having a state fund for automobile insurance. And the life insurance agent who involves himself in a fight that doesn't concern him might well remember that Labor might consider obtaining 20,000 signatures to expand savings bank life insurance.

I want to say this: if they want to fight they will be and are nicking on the right people. But make no mistake, there will be a ton of money spent. Of course the insurance companies will spend your money or policyholders' money, but it will be spent in millions.

Now we come forward with the modest proposition that we finance something that we initiated ourselves. The one-cent assessment will not be adequate but will at least be a start and will give us some money with which to promote this proposition. Then we will have to rely upon the generosity of some of the large and more prosperous unions because money will have to be raised.

My main reason for speaking was to call your attention to what you are acting upon. I know you all want to be aware of this important action so when the assessment is imposed and the bills are sent and the delegates or members at your union meetings raise the question as to why this is being done, the delegates present at this convention will be in a position to explain.

I hope very sincerely that the convention will favor this proposition overwhelmingly and that the delegates will give it very serious thought and go back home and get ready for this "all-out" fight against the insurance interests.

The motion was then unanimously adopted.

Vice-President Grages: We have with us this morning the State Administrator for the Work Projects Administration, Denis W. Delaney. I know a great many of you have always had the co-operation of the WPA and without any further delay I shall call upon Mr. Delaney.

DENIS W. DELANEY (Massachusetts Administrator, Work Projects Administration)

Mr. Chairman and Ladies and Gentlemen of the convention—On Page 64 of your annual report there is a brief statement about the activities of the WPA in Massachusetts during the past year. As you probably know the WPA quota at the moment is at its lowest figure since its beginning some six years ago. We have at present 35,780 men and women employed on the WPA. We have found by careful checking that in addition to the 35,000 who we have employed, over 48,840 unemployed men and women are eligible for WPA in this state.

Our particular problem is that of the white collar worker and also the women. We cannot seem to find a place in the defense boom for them. There doesn't seem to be any place that the so-called white collar worker in a defense boom can fill. So we are setting up a new program called the Division of Employment and Training wherein we plan training a great many of these men and women both in schools and in plants, hoping that industry will give them a chance to work again in private industry. This plan has the sanction of the American Federation of Labor. We are going to it in Massachusetts because we believe that the success of the WPA program is when every man and woman who is now employed on the WPA program has a job in private industry.

You recall some eight years ago when a program started in this country known as the Civic Works Administration. You may recall the difficulty in getting projects, satisfactory projects, that would have a value to your community on which we could employ men and women who couldn't get jobs; and you recall that was the origin of the word "boom." And the WPA or the CWA was charged with getting the break on a project of that type.

Then came an important order from the President of the United States, Franklin Delano Roosevelt, saying that we have started off this year to set up a work reserve. These projects will be worked out with planning agencies in every community in this Commonwealth as well as every community in the United States. Many of the projects may be undertaken in the future by contract. Some of them may be embraced by a general work relief program because who knows, who knows what the aftermath of this defense boom may be? We hope we won't have any depression, but we are not going to have to face again some of the criticism such as the lack of preparedness in meeting any situation that may develop in the future. These two new divisions are being set up in this state now. We know we will get the support and co-operation of the American Federation of Labor and we ask you to solicit for us the support of your local communities, your local public-elected officials, so that when our men contact them for assistance they will know it is the desire of the A. F. of L. that they go through.

I want to say a word about the co-operation and fine assistance that the WPA in Massachusetts and myself personally have received from your President, Nicholas Morrissey, and from your Secretary, Kenneth Taylor, and

from all the locals in this state. In closing may I thank you for your kind invitation to come here and I hope the same measure of co-operation and friendly attitude that has always been displayed by the American Federation of Labor to the Work Projects Administration in this state will be continued as long as our program lasts.

Vice-President Grages: Thank you Mr. Delaney.

Our next speaker is Mr. M. Blumberg, representing the United Garment Workers of America. He represents the organization that makes men's clothes. Mr. Blumberg.

MORRIS BLUMBERG (Representative, United Garment Workers of America)

Mr. Chairman, ladies and gentlemen and delegates to this convention—First I want to express the fraternal greetings of my organization, the United Garment Workers of America. Although not the largest international in the American Federation of Labor, it is second to none in its devotion and loyalty to the principles and policies of the American Federation of Labor. For 50 years my international has devoted itself to improving the working conditions of the men and women who work in the various factories of this country and Canada. For 50 years we have constantly done everything possible to improve those conditions. How well we have succeeded is shown by the record we have been able to make up until this time. Frankly I would like to tell the delegates to this convention that if we did not have to contend with the illegitimate un-American tactics on the part of the rival rebel dual organization during the past six years, the United Garment Workers of America would have been able to make greater progress during that period.

When I say to you the un-American tactics, I have knowledge of the policies in the garment industry in this country that have been pursued by the Amalgamated Clothing Workers of America which is affiliated with the CIO. Let me tell the delegates to this convention some of the conditions the United Garment Workers have had to contend with. This rival organization which is affiliated with the CIO has deliberately created confusion in the minds of the members of the A. F. of L. They have gained the benefit from that confusion. I have reference to the fact that they have deliberately imitated the union labels of the United Garment Workers and I am sorry to say that to some extent they have benefited by it. How many times I am asked by union members, "How can a good union man be sure that the overall or work shirt or other garments under our jurisdiction have been made by members of the A. F. of L., that they have been produced by genuine labor." The best answer I can give him is to say that he must be sure that the label he is purchasing contains the hand clasp of friendship plus the letters A. F. of L. in the upper left hand corner of the union label. That is your assurance and guarantee that the products have been made by one of your brother or sister trade unionists who are members of the United Garment Workers of America. There is nothing new about the subject of the union label. Union labels have been in existence for 50 or 60 years and most of the delegates have been hearing on and off for that time about the importance of union people helping their fellow brothers and sisters in other trades and crafts affiliated with the American Federation of Labor.

On behalf of my organization let me say that I don't know of any organization in the A. F. of L. that has had to contend with the terrible conditions that have retarded our progress. In spite of that I am glad to tell the delegates to this convention that my international is constantly growing. Its membership is increasing and now the demand for our United Garment Workers of America union label is today greater than it has been for a number of years. My organization is carrying on the union label promotion work and is trying to help every union label, every shop card and every button representing union-made products and services of the A. F. of L.

Let me tell you something about the type of label promotion work our international is carrying on. We believe in helping our manufacturers do a greater volume of business. We are making a great contribution in helping keep our men and women on this work. We are co-operating with our manufacturers in helping them meet the competition that our manufacturers have to contend with. As most of you delegates know, not too many years ago there were three distinct types of merchandise offered in the market. Let me break them down. As you know in years gone by we had to contend with the production of prison-made merchandise. Thanks to legislation and to the efforts of organized labor, prison-made goods have practically been eliminated from the markets of this country. Today the different merchandise offered can be made in two classes. There is the non-union merchandise and the union merchandise made by the members of the United Garment Workers Union with their label on the garment. Our manufacturers have gone along realizing what they have to contend with in the form of lower wages and other conditions that our non-union manufacturers enjoy. They have tried and have been able to merchandise their products in the face of cheaper labor costs by non-union competitors because they have been able to work out methods of manufacturing and sale of goods to meet the competition of non-union merchandise.

Let me tell you of some of the methods. In the first place the manufacturers of union-made garments in this country have always tried to make quality merchandise. They have geared their manufacturing facilities that would be on a par, namely, the qualities, the value of the merchandise and they have offered style, value and appearance comparable to any offered, and as a matter of fact the union label in the past 50 years has always been associated with quality, especially so in the promotion of work clothing. We have always had the finest lines of overalls, work shirts, dress shirts and that today stands out stronger than ever before. We have recognized the changes that have taken place in the producing of merchandise in this country—the changing styles and our large department stores are great outlets of the products of the United Garment Workers manufacturers. We have been setting forth to these chain stores, the department stores and large general army and navy stores many reasons why they can't do a better job in featuring better lines of goods made by our manufacturers and I am glad to report that these firms are placing larger and larger orders for union-made merchandise because they tell us the demand is increasing.

You can help out a great deal in helping to increase that volume of business. It isn't necessary for a good loyal member to make a long-winded speech when he goes in to buy a set of overalls but just to explain that he is merely seeking the union label and that is what he wants and he will buy it because he knows it is union made. If you will let your salesman

know that you insist on union labels and only because of that you are buying the products, he will be encouraged to the extent that if he hears enough talk about the products with the union label, in placing orders with manufacturers he is more likely to increase the amount of business he places with union manufacturers and buy less from non-union manufacturers.

We have always enjoyed the splendid support and co-operation of the American Federation of Labor and on behalf of my organization I want to express my thanks and appreciation. I would like to here and now ask that the delegates to this convention if they will ask our representative, Mr. Nate Sidd, or if they will contact me during the convention if they will let me have their names and addresses and organizations I will be glad to furnish them advertising material which will be sent direct to the delegates' homes and which can be distributed to the members of their locals, and I feel if all our union members in Massachusetts will only realize that by helping their fellow trade unionists by demanding union-made articles and services that the demand for the union label will be bigger than ever before. I appreciate the opportunity of addressing this convention and I know we can count on your co-operation the same as in the past. I thank you.

Vice-President Grages: Thank you. I would like to state that we have one store in the City of Boston that sells the United Garment Workers label clothes and that is the Gilchrist Company department store. They are now trying to get some medium priced clothes.

The next speaker before this convention is a man whom we have all been interested to hear. He is a member of the House of Lords and organizer of the British Labor Party for 12 years. He was minister for labor for war in the last labor government and he is here to assist the American Federation of Labor to Aid the British Workers. I will now call upon Lord Marley, member of Parliament, who is going to speak to you.

LORD DUDLEY MARLEY (Member, House of Lords)

I know you are leaving early today for the most important function in American national life, a baseball game, and therefore I shall take care not to say too much.

First of all I want to convey to you the fraternal greetings of the British labor movement and I am entitled to do that because our people are profoundly grateful for the generous aid that is coming from all sections of American life into the homes of the British people. And therefore that generosity is a generosity not only coming out of your hearts but is an expression of your understanding of our common problem, our common danger, the danger to our common democracy. And therefore we realize that you understand, too, that this fight is as much yours as it is ours although our workers happen to be in the front-line trenches and you are in the support trenches. As Mr. Willkie stated the other day in one of his speeches, "I want you to know that Americans are behind Britain in this conflict and I hope to God the British remain in front of America in the conflict."

This generosity has shown itself in a number of ways, some of which have verged on the illegal. For example, many of the great industrial plants in this country have desired to present the British examples of your productive capacity whether such be bomber planes, presented by the workers to Britain, whether it be airplanes or engines subscribed for by the

workers and sent to Britain or whether it be propellers for airplanes. They are examples of an understanding by the workers in this country of the task that is facing both our democracies. It has been my privilege to inform the donors of these gifts which, of course, would not be allowed under your Neutrality Act by seeing to it that the gifts go not to the British government at all, but to some British man or woman. For instance, two airplane engines were given to the eldest British worker in the Bristol airplane factory in Bristol, England. And when I received these engines I found they were rather too heavy for the parcel post so I had to tie them to the front of an airplane which then by revolutionary methods were taken to England and they were delivered to the breakfast table of Bob Williams who, of course, handed them over to the British government and we found a very good use for them. Within a week they were over Berlin.

I am very grateful for the privilege of being allowed to speak to you this morning and you will know that the problem that I want to talk on is your support of the American Labor Committee to Aid British Labor. This committee has made a fair beginning in a few states and I am not hesitant in saying that the reason is largely because the organizing of a nation-wide campaign in a country as large as the United States is no easy task. But we began with a luncheon in New York at which from four unions, within three minutes, we received \$85,000. I have at least 10 minutes this morning so at the same rate we should have \$250,000 from Massachusetts. I don't know what is your aim but I can tell you that as far as Britain is concerned the sky is the limit. There is no limitation to the amount of help we can welcome from you. The money you subscribe is administered through the British Trade Union Congress General Council for the aid to organized British labor, their wives and children in the difficult situation which is facing the workers at the present time.

Now you will want to know something about the conditions in England of the people whom you are helping. I must remind you that it is ordinary British people, the workers of Britain who are mostly affected by this war. After all, resistance to Hitlerism, to Naziism was a decision not of the British government but of the British people. The people, well aware, knowing before the government, of the real character of Hitlerism and because it is the choice of the ordinary men and women and children in England to resist Hitlerism they are prepared to put up with the destruction, the death, the widowing and the suffering concentrated on this resistance, not from discipline but from conviction. They are not disciplined like soldiers and sailors. They are ordinary little people in their own little homes—homes often broken up by the husband being in some factory, the wife perhaps in another factory and the children evacuated from the bomb area. And it is therefore these little people who are resisting because they are convinced they are doing the right thing.

I was reading a letter the other day from a Scotch woman who is employed in the Public Agency Board in Glasgow and she did not arrive at her office one morning just as though our able little expert the stenographer on my left here would not arrive at her office or at this convention one morning. And she said in that letter, a badly written letter, this: "Please pardon me for failing to be at my post. This I know is a time in which no one who can help out should falter, but the shell that hit our shelter was a heavy one. My uncle and my other relatives as well as myself are in this hospital. Please forgive also my bad

handwriting which is due to the fact that as they think my spine may be fractured, I am lying on my face, a position in which it is very difficult to write." That is an example of the attitude of the ordinary people in England, to the task of carrying on in the face of this war.

Now I have said ordinary people in England are doing the fighting and after the evacuation of Dunkirk, after the disasters of the invasions of the low countries, Netherlands and France and the entry of Italy into the war, we find ourselves in a position of extreme danger because during that evacuation we lost the whole of the modern, the modernizing equipment which is an essential factor in modern warfare. And because our workers had decided to win, they themselves accepted the task of replacing in the shortest time possible, equipment which had been lost and of their own free will in all our factories and workshops they voluntarily threw overboard every trade union regulation and safeguard. It would have broken the heart of Mr. Morrissey or Mr. Taylor if they had been there because they would have seen all the safeguards striven for, as far as Britain is concerned hundreds of years, all thrown overboard overnight to meet a national emergency. In the factories men and women were working 80 and 90 hours a week. Safety regulations thrown overboard. Everything done to secure the important products of what was necessary to render us safe against invasion. And when the history of that time comes to be written it will be credited to the labor movement in Britain that they made us safe against invasion by the overwhelming increases in productive capacity which took place in that disastrous time. Now in doing this, the health of our workers was so seriously affected that many of them have never yet entirely recovered and by the end of that three months the quality and the quantity of our productive capacity began to deteriorate. We had not only to re-impose every trade union safeguard, inspection of factories, safety arrangements, but we had enormously to improve the welfare equipments, the industrial training and all the other safeguards and they have all been re-imposed in Britain because of the need to conserve in these dangerous times the health and the well-being of the workers.

After Dunkirk it was necessary entirely to reconstruct the British government and therefore we took out the old and inefficient ministers and replaced them with the leaders of the great trade union movement in Britain who have so much greater experience of the management of industry, who have years of understanding of the problems of production and who consequently are the only people who in a war emergency can be trusted to run the productive capacity of the country. And it is one of the larger features of democratic development in Britain, a development which has had 1400 years of gradual and slow progress—it is one of the good fortunes of democratic development in Britain that most of our trade union leaders are members of Parliament. A quarter of the whole of our Parliament rests with the leaders of the trade union movement in Britain. That is so different from the conditions in this country where I as a mere visitor cannot offhand remember the name of a single trade union leader in the United States of America who is a member either of your House of Representatives or of your Senate. Now we had that good fortune, that we had on the spot in the Parliament, men and women ready to take over the government. I profess that moment the British government became no longer a central machine telling the people what they were to do, but it became the example of dynamic democracy, a central

organization to carry out day by day the will of the British people as expressed in Parliament and in the country and doing in Britain what the people wanted. The people get and we see to it that they get it without delay. And it is because of that, that there exists a unity in Britain in the face of a crisis which we have never had before.

Now the people co-operating in the development of our production have decided to give you one example—that we will not allow stoppages of industry to interfere with our road to victory. And accordingly the great trade unions in Parliament, jointly with the employers organizations, went to the government and they said, "We have decided that there would be no strikes or lockouts in vital industries in Britain. And the government as the servant of the people accordingly passed in the first place the wages and arbitration order under which every dispute in a vital industry had to be recorded for arbitration. And then they promised the essential work order under which in specified industries the government is under the necessity of capitulating the number of machine tools available and the quantity of raw material necessary to keep those machine tools working at full pressure. Then they clamp down the essential work order under which no employer may dismiss a man without approval from the government and if he does he is put in prison and no worker may leave the job to which he has been clamped by the essential work order without permission of the officer of his district, because it is not the government forcing on the people something they do not want but because the people demand that this shall be done to secure equality of sacrifice for all and no interference with our essential productive effort.

There are today with very minor exceptions no lockouts and no strikes in Britain. It is true that the wage basis is by no means perfect. The miners in Britain are only today receiving an average of some three pounds 12 shillings per week. Translated into dollars that might mean \$18 per week and many others are receiving \$25 or \$30. But the president of the Miners Federation in Britain in the miners conference a few days ago said, "We will improve these wages but we will tolerate no strikes during the war emergency." And because it is the decision of the British workers, that is the decision. But our people are only human and they are not prepared to make these sacrifices unless they are applied with reasonable equality to all the rest of the population. Accordingly, you have people among the over-privileged people with, shall we say, incomes of a million dollars a year. We see to it that these people are not in a position to use that privilege. Accordingly, the taxation on these incomes amounts basily to \$995,000 of taxation on the million. In addition to that there is a 33½ per cent purchase tax on everything that is bought in the shops and a 500 per cent purchase tax which everybody pays in England. Then again, we have the question of food. Foodstuffs and clothing are rationed in Britain, principally because of the existing difficulty of our shipping problem at the present time, a problem which I am certain the combined geniusness of the people of Britain and of the United States will be able to find the solution. But momentarily we are going short and we therefore have to ration all necessities on a very strict basis applied equally to everybody. We are only allowed eight ounces of sugar a week; two ounces of butter a week; six ounces of fat and two ounces of tea, which is always a problem for the English. Ever since the Boston Tea Party this "tea business" has been a problem, and incidentally, let me say and

remind you that you also wanted your tea in those old days. And why didn't you get it? Because you had a mayor of Boston, a man called John Hancock, who was not only mayor but one of the largest smugglers of tea in the whole of the eastern seaboard. The Boston warehouses were bursting with smuggled tea; and the English people, always unselfish and anxious that you should have cheap tea, decided they would send tea duty-free and below cost price, and Mayor Hancock said, "If this tea gets into Boston I am going to lose all the profits on my smuggled tea because I will never be able to sell it." So he got a lot of people disguised as Indians and they threw the tea into the sea and you have had to drink coffee ever since because you can't get cheap tea. Well we had the same problem in England when they only allowed us two ounces of tea and the workers went to the government and they said, "This is not good enough, we want more tea." The government had to get it. They had to allocate shipping. They had to send to India and buy 18,000,000 pounds of tea and bring it to Britain and we have free tea every morning and afternoon in the factories as a result of that demand. We get it if it is the demand of every man, woman or child. But we have found that babies don't drink tea. Accordingly, there has been a large increase in the birth rate of Britain for the purpose of getting the extra tea.

Then of course we have the rationing of clothing. We are allowed 66 coupons a year and if you want to get a suit you have to pay 26 coupons; for a dress you must pay eight coupons; trousers, eight coupons. A woman would have to pay for two handkerchiefs, one coupon; a child's baby costume, two coupons; woman's bathing costume, one-half coupon. It depends on the amount of material, you see, and we are perfectly content because it is equal for everybody. A kilt we can have for six coupons and you know the Scotch. When he gets his kilt he makes an entire suit out of it. We have to remember our people ask for equality for everyone and just as long as we have equality of sacrifice we shall remain a united people.

I believe England is a little smaller than the state of Massachusetts—a little smaller I think it is—anyway there is not much difference. We have, of course, many more people. But geographically we are perhaps about the same size and we might easily be afraid in this war, for we are so near to Hitler. Yet we remember that far away over the sea we have the free support of New Zealand, the support of Australia, the Union of South Africa and of Canada, all members of the British Commonwealth of Nations. We have the most industrial support coming out of India, the sixth largest steel-producing center in the world with stocks of iron ore estimated to be six times that of the United States. And we have your contribution in the industrial productive capacity of the United States of America which makes our people realize that we have your support in our war effort, but that support is a general support. It doesn't reach the individual intelligence of the men and women in England and so there is a vital importance in the movement, whether it be ambulances, mobilized kitchens, airplanes, ships, or other materials that are marks of your generosity which are going into the very homes of the little people in England. You

know that when you send over these beautifully-made baby clothes, our people have never seen such beautiful things, and before they unpack the celophane parcels they take them to all their friends and say, "Look what America is sending to us." And in the clipping inside there is sewn the crossed American and British flags and they are so proud of that flag that they undo those tacks and sew them on the outside so every one can see that they are wearing things that you are sending over, and the result is today that there is no flag in the world more beloved in England than your peculiar flag to us, of all those red and white stripes and the little white stars in the corner. It has been made a symbol of the affection and the love which the British people have in the American people. It has been made the bridge between our two democracies, the fighting which makes the victory of democracy inevitable. It has become the means by which you and we shall build a better world in the future. And therefore I want to thank you in advance for the aid you are going to give to the American Committee to Aid British Labor, and I want to thank you in advance on behalf of the British, of the British people, because it is going to be the women who will defeat Hitler. And again I want to thank you in advance because you want to help us, because in the days that are to come this bridge will never be destroyed and we can together go forward to the better world that you, and that we both want. Thank you so much.

Vice-President Grages: Thank you Lord Marley. I know your talk is going to assist the Central Labor Union committee who has been working on this matter. We are going to have a meeting at the Workmen's Circle Camp, August 31st, the last Sunday in August. All members of organized labor are invited. I know there will be plenty of room for organized labor to come there and do their bit for the British workers. This drive has been approved and accepted by delegates of the Central Labor Union and organized workers of the state of Massachusetts and you are all invited to be there on August 31st.

Secretary Taylor read the following telegram:

Washington, D. C.

August 5, 1941

To the Officers and Delegates Assembled
at the
Massachusetts State Federation of Labor
Convention
Bradford Hotel
Boston, Massachusetts

My heartiest good wishes for a successful convention. I know the delegates assembled will deliberate with wisdom as in the past. Allow me to express on behalf of the International and myself sincere gratitude to labor leaders in the state of Massachusetts for their past favors and co-operation given my associates and for future support I know will be forthcoming to our locals in the liquor industry in the state of Massachusetts.

Fraternally and sincerely yours,

SOL CILENTO, Secretary-Treasurer
Distillery, Rectifying and Wine Workers
International Union of America

The convention then adjourned until Thursday morning at 9:30.

THURSDAY, AUGUST 7, 1941

MORNING SESSION

The convention was called to order Thursday morning at 9:30 by President Morrissey.

Delegate Burns of the Committee on Resolutions reported for the committee as follows:

RESOLUTION No. 49

TRANSFER OF SKILLED MECHANICS TO DEFENSE WORK

Whereas, The various defense agencies are contemplating the drafting of skilled mechanics from industries who are not participating in defense work into industries who are participating in defense work, and

Whereas, This would entail a great hardship on a large number of members of organized labor; therefore, be it

Resolved, That the Massachusetts State Federation of Labor use its best efforts to eliminate the transferring of workers from their place of regular employment and wherever possible to bring defense work into plants that have competent workers, or to open up avenues to obtain materials for those plants not engaged in defense work in order that the workers may be kept employed.

[Submitted by Delegates Timothy Hurley, David P. McSweeney and Thomas Freeman, Machinists No. 264, Boston; Robert A. Burns, Engineers No. 75, Worcester; Eugene J. Cicone, Barbers No. 238, Brockton; Bernard F. Smith and Frank W. Gifford, Central Labor Union, Brockton; Frank G. Morrill, Machinists No. 1451, Quincy, and Robert E. Meehan, Machinists No. 634, Charlestown.]

The committee recommended concurrence.

Delegate Burns moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 52

ORGANIZATION OF FUNERAL CAR DRIVERS

Whereas, Funeral car drivers and hearse drivers of metropolitan Boston are fast becoming organized, and

Whereas, These new members of organized labor need our support, and

Whereas, Certain funeral directors have opposed the organization of these workers; therefore, be it

Resolved, That we urge the delegates here assembled to support these workers in their efforts to organize and earn a decent livelihood, and be it further

Resolved, That the delegates here assembled request members of their organization to insist on these union drivers when the occasion arises.

[Submitted by Delegates Howard H. Litchfield and Frank S. Curtin, Central Labor Union, Cambridge; John J. McNamara, Firemen and Oilers No. 3, Boston; Jeremiah F. McCarthy, Teamsters No. 829, Boston; Michael J. Sullivan and John J. Duffy, Teamsters No. 68, Boston; Betty Sklovitz, Ladies

Garment Workers No. 291, Malden; William J. Ackerley, Federal Labor Union No. 22050, Cambridge; Francis B. McDonald, Federal Labor Union No. 21789, Boston; Nate Hurwitz, Laundry Drivers No. 168, Boston; Charles A. Burns, Teamsters No. 379, Boston; Charles A. Armstrong, John Loughlin and Charles Hanson, Teamsters No. 82, Boston; Joseph Stefani, Cooks and Pastry Cooks No. 186, Boston; L. F. McHugh, Teachers No. 431, Cambridge; Joseph J. Donovan, Federal Labor Union No. 21989, Cambridge; John J. Havey, Electrical Workers No. B-1006, Lawrence, and John F. O'Neill, Electrical Workers No. 326, Lawrence.]

The committee recommended concurrence.

Delegate Burns moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 57

CONDEMNATION OF PROFIT MOTIVE IN DEFENSE INDUSTRIES

Whereas, Enormous profits are being made through defense orders in the airplane, aluminum, ammunition, ship-building, steel and other industries, and

Whereas, Profits of 10 leading companies averaged 32 per cent higher in 1940 with far greater profits in sight for 1941, even after a liberal allowance is made for increased taxation, and

Whereas, Many industries delayed defense production until they made sure of their profits, even though this hurt national defense; therefore, be it

Resolved, That we go on record condemning the placing of profits above the well-being of the American workers and American defense, and be it further

Resolved, That we continue to conduct campaigns for organization, for higher wages and better working conditions to lay a firm foundation for American security, American unity and American defense.

[Submitted by Delegates H. H. Litchfield and Frank S. Curtin, Central Labor Union, Cambridge; F. B. McDonald, Federal Labor Union No. 21789, Boston, and L. P. McHugh, Teachers No. 431, Boston.]

The committee recommended concurrence.

Delegate Burns moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 58

LABOR'S CO-OPERATION IN NATIONAL DEFENSE

Whereas, The American Federation of Labor has shown at all times its loyalty and intelligence in promoting national unity, and

Whereas, Obstacles to national unity have been found in those unprincipled employers who put profits ahead of the people's welfare and national defense, and

Whereas, Labor has been poorly represented on various defense and other boards; therefore, be it

Resolved, That Labor demonstrate to the people and to public opinion at large its right to a leading role in defense, and be it further

Resolved, That Labor make known its program to all people, and co-operate with all people and organizations in making possible genuine national defense.

[Submitted by Delegate Jeremiah J. Connolly, Bookbinders No. 16, Boston.]

The committee recommended concurrence.

Delegate Burns moved the recommendation of the committee be adopted.

The motion was then adopted.

RESOLUTION No. 60

ENDORSEMENT OF DEFENSE SAVINGS PROGRAM

Whereas, The United States Treasury Department has inaugurated a program for the sale of defense savings bonds and stamps for the purpose of financing, in part, the cost of national defense, and

Whereas, It is the patriotic duty of every citizen and organization to co-operate in this undertaking to the end that a continuance of free government may be secured in a world menaced by the rule of dictatorship; therefore, be it

Resolved, That the Massachusetts State Federation of Labor, in its 56th annual convention assembled, endorses and supports the defense savings program and urges upon its membership individual and collective participation to insure the success of this governmental program so essential to the welfare of the nation.

[Submitted by Delegates Max Hamlin, Meat Cutters No. 618, Boston; A. Pearlstein, Teamsters No. 259, Boston, and John D. Connors, Teachers No. 263, New Bedford.]

The committee recommended concurrence.

Delegate Burns moved the recommendation of the committee be adopted.

Delegate Hamlin (Meat Cutters No. 618, Boston): I suggest that in view of the fact that this resolution is very important, that it be read again later in the session when more delegates are here. I therefore move that this resolution be referred to a later time in this session—before or after nomination of officers.

Delegate Hurley (Bartenders and Hotel Employees No. 34, Boston): I don't know why the delegate is opposed. I think the committee's report should be accepted and I move that action be taken immediately.

Delegate Reilly (Carpenters No. 40, Boston): I rise to a point of order. There is a motion before the house.

President Morrissey: The delegate from the Meat Cutters Union made a motion that because of the importance of this resolution that it be referred until a later time when more delegates are in attendance. He is asking that action on the resolution be delayed.

Delegate Hurley: There are some delegates who have to go back to various sections of the state. I think if they are interested they would be here. There is no reason why this should be held up. If there is any further information for the delegates it can be given to them

tomorrow or this afternoon, but a lot of delegates have to leave and I don't think it should be held up at this time.

Delegate Hamlin: The delegate misunderstood me. I am the sponsor of the resolution which I believe is one of the most important before the convention. The defense of our country is a part of the labor movement. Even the press didn't pay any attention to this resolution. We want our delegates to convey this resolution to their respective locals. If you adopt the resolution in a haphazard way no one will pay any attention to it. My purpose was to bring to the attention of the convention the importance of the resolution. I don't care if you adopt it now but my request was that this be read and adopted when all or more of the delegates are present.

Delegate Hurley: As I understand it this brother is the author of the resolution. Let it go now. I can't see any reason for holding up the committee's report. Let them read it six times, I don't care.

President Morrissey: One point I wish to make is that under the rules a delegate has a right to make a motion to refer. It is not my intention to shut anyone off, but there is some merit in the request made by the author of the resolution, so I will rule that the question before the convention comes on the adoption of the resolution and I will order that the resolution be read at the opening of the afternoon session so everyone will know what the resolution is all about. Action comes on the adoption of the recommendation of the committee.

The motion to adopt the committee's report was then adopted.

RESOLUTION No. 61

LABOR PARTICIPATION IN TRAINING OF YOUNG WORKERS

Whereas, Hundreds of thousands of young people are being drawn into industry at the present time, and

Whereas, These young workers are in many instances unacquainted with unionism and are learning skills for the first time, thus creating a new problem for the American labor movement; therefore, be it

Resolved, That we go on record for the establishment of proper measures to insure the organization and training of these youth, and be it further

Resolved, That Labor play a leading part in participating in all programs for the training of young workers, schools, government projects, etc.

[Submitted by Delegates Jeremiah J. Connolly, Bookbinders No. 16, Boston; Francis B. McDonald, Federal Labor Union No. 21789, Boston; Robert F. Meehan, Machinists No. 634, Charlestown; Thomas Freeman, Machinists No. 264, Boston; Manuel Souza, Teamsters No. 59, Fall River; John Frassa, Brick and Clay Workers No. 572, Boston; Alfred Ellis, Jr., Sheet Metal Workers No. 17, Boston; Bertram W. Kohl, Central Labor Union, Boston; W. F. McLoughlin, Printing Press Assistants No. 18, Boston; William J. Harris and Stephen W. Farby, Newspaper Pressmen No. 3, Boston, and John H. Coughlin, Stereotypers No. 2, Boston.]

The committee recommended concurrence.

Delegate Burns moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 37

PUBLICATION OF TELEPHONE DIRECTORIES EVERY SIX MONTHS

Whereas, The telephone directories of the New England Telephone and Telegraph Company are published only once a year, and

Whereas, By publishing telephone directories only once a year many thousands of telephone subscribers are denied listing, with resulting loss in business and telephone service, although the rate set for telephone service also includes a proper listing, and

Whereas, The telephone subscriber is compelled to pay rates originally based upon costs which included a directory published every six months, changed in 1933 to every nine months and in 1937 changed to once a year, and

Whereas, Failure to publish telephone directories at least every six months has resulted in loss of employment to hundreds of workers; therefore, be it

Resolved, That this, the 56th annual convention of the Massachusetts State Federation of Labor, does hereby call attention to these conditions, and be it further

Resolved, That copies of this resolution be sent to the chairman of the Department of Public Utilities of Massachusetts and the Chamber of Commerce, and that they be asked to co-operate to the end that telephone directories be published at least every six months.

[Submitted by Delegates John Connolly, Bookbinders No. 176, Norwood; Martin J. Casey, Electrotypers No. 11, Boston; Anthony J. DeAndrade, Plate Handlers, Plate Boys and Press Clerks No. 21, Boston; Joseph A. Dart, Pressmen No. 85, Springfield; George W. Lansing, William J. Harris and Stephen W. Fardy, Newspaper Pressmen No. 3, Boston; Daniel Duane, Central Labor Union, Norwood; Edward T. Gay, Pressmen No. 67, Boston, and J. H. Coughlin, Stereotypers No. 2, Boston.]

The committee recommended concurrence.

Delegate Burns moved the recommendation of the committee be adopted.

Delegate Hull (Westfield Central Labor Union): Every year that resolution is presented before this convention and the telephone people just simply ignore it. I had occasion to call the publicity department this morning asking them to use union moving picture operators where they are using films and they told us, "to hell with the union operators". That is the attitude they are taking with reference to resolutions that this State Federation adopts from year to year. There is little we can do about it and if they don't use union operators in Springfield you can be sure they will hear about it.

The motion was then adopted.

President Morrissey: We have with us Dr. Max Lerner who is a professor of government at Williams College. He is a charter member of the American Federation of Teachers in Cambridge and is now teaching at the Harvard summer school. He is recognized as a national lecturer and author, and is going to talk about "American Labor in the War". It is my pleasure to present Dr. Max Lerner.

DR. MAX LERNER
(Professor of Government,
Williams College)

Mr. Chairman, delegates to the convention—This is a pretty peaceful looking scene even though I have just been listening to a little debate in here that all conventions have when

they are talking about resolutions. It was a bloodless kind of a battle, nevertheless. There are battles going on outside that decide the destinies of the rights of unions of our sort to go on having meetings of this sort. I hope American labor isn't going to be like the fellow they tell the story about. He never seemed to be able to get or keep a job until finally the sister married a railroad president and you know how those things happen, he got a job tending a switch on the railroad. Pretty soon there was a crackup on the road. The Interstate Commerce Commission sent a commission to find out what it was all about. They put our friend on the stand and they asked him to tell how it all happened. "Well," he said, "there was a train coming this way at a terrific rate of speed, and there was a train coming that way, at a terrific rate of speed, the 20th Century one way and the Commander Vanderbilt the other way." "Well," he was asked, "what did you do about it?" "What did I do," he said, "why I put my head in my hands and I said what a helluva way to run a railroad."

I hope American labor isn't going to feel that way about the world situation. We have two political systems, two economic systems, two systems of ideas, two ways to approach each other on the same track at a terrific rate of speed and then put our heads in our hands and say, "What a helluva way to run a world." Passing resolutions isn't enough. It is necessary for us to understand the situation and to do something about it if democracy is to survive, and I think Labor is in a better position to understand what the threat of Naziism is to freedom and to democracy all over the world. I say that because when Hitler took hold of Germany he did so over the dead bodies of the trade unionists and the leaders of the German trade union movement. Step by step in the history of Naziism it was the workers who were the victims. The workers meetings were the places where the storm troopers used to break in and break them up with brass knuckles and blackjacks. It was to the workers that the Nazi leaders made their fake promises that they would deliver them from capitalism and the communists. At the same time Hitler was telling the employers and industrialists confidentially that they wouldn't have to fear him as he would do away with the trade union movement. He was as good as his word. The first list they had was the trade union leaders and they disposed of them. The trade unions were hardest hit by the so-called German labor front.

When he creates a leader in industry, who is the leader in such industry? It is a party leader of the Nazi party or the employer to whom the workers must look for leadership. It is the workers whose wages were taken in Germany, the workers' leaders who had to spend the rest of their lives in concentration camps if they hesitated in turning over trade union funds or in giving up collective bargaining, and workers' legislation was wiped off the books. And as he has occupied one country after another it is the workers in the countries he must regulate if he is to establish power over all of them.

I was talking to a Czech leader in America here who is still carrying on the fight in Europe for a free Czecho-Slovakia. I said to him, "How do you manage to keep underground activity going? Isn't it true that most of the leaders of your people have been killed off by the Nazis?" He said, "Yes, most of our trade union leaders were killed as soon as they came in, but for every one that gets killed, there is a new worker who arises and takes his place and is today taking his place working for a free

Czecho-Slovakia." And it is true of all the other countries. That is why this morning, here today, although it proceeds in a very calm and peaceful way means more and is more important than meets the eye, because we are trying to carry on here in America a fight for the preservation of the trade union foundation or building the trade union strength. Not just because we are selfish trade unionists, and I speak as a fellow trade unionist, but because we understand that the very essence of democracy depends upon the strong organization of the real masses of the people which form a real bulwark against Nazism.

There was a method to the Nazis' madness when they acted this way. It wasn't just out of cruelty or barbarism that they did this, but because they knew that free trade unions cannot exist side by side with dictatorship and dictators anywhere in the world. This is a threat not only to Europe but to America as well.

Hitler might have started when he unified Germany again, when he had Austria. He didn't do that. He might have started at any one of those points but he didn't and when he has conquered Europe, why should he stop there? The fact is that the Nazi will not stop until it has made itself master of the world. And the big battle going on in Russia is only a first step toward a similar battle which will involve the American people and then primarily because Hitler understands that we are the greatest power that now stands in the way of realizing his ambition for domination of the world. The British trade unionists understood this so well that they didn't need to wait to be awakened in resisting Hitlerism. There are people that tell us that this is an imperialistic war, that it just involves two rival groups of industrialists. That is fantastic. The imperialists in Great Britain who wanted to spread their power were against the war from the very beginning. Chamberlain's government and Baldwin's government didn't want war. They were willing to purchase peace even at the price of England's freedom. Real resistance to the Nazis came primarily from the trade union forces in England. They knew what happened to their German brothers, to their Czecho-Slovakian brothers, to the Dutch, the Norwegian and the others and they knew also what would happen to them if Nazism became dominant in Europe or in the world. If ever in history there was a people's war, it is the war that has been waged by the British people in resisting Nazism, and what they understand the American people should understand, as well.

America today has finally awakened from a deep dream of appeasement, from an indifference we have been in so long. We have attempted to set our industry going, to build up an army, and now there is a movement to have that army disbanded on the ground that the soldiers only signed up for one year. I hope American labor will consider this movement very seriously and examine what it is. In the first place the congressional statute by which these men were drafted did not say specifically one year, but it said Congress in an emergency could extend that time. Don't let anyone tell you a contract is being broken because any fair-minded person, by reading it, will be shown that a contract is not being broken.

Hitler has not enlisted for one year. He has enlisted for the duration of the war and it is impossible to have an army which is on the basis of a single year, and finally there can be no bargaining with the national safety, with the nation as a whole, no extracting the pound of flesh. The fact is, if we are to have an army that is to be effective we must keep our soldiers until they have learned the new mechanism of warfare. Most soldiers have

not yet been able to learn this. Now those weapons are available and there are those who would send these boys home without them having learned anything about it. I think it is imperative for American labor to see that we keep our army at its maximum of efficiency and we will leave it to those who are really expert to determine how long it is necessary for soldiers to serve. That is only one factor in the defense of freedom and labor.

We are involved in the battle of the Atlantic. We are manufacturing tanks, we are manufacturing planes, but as your President Morrissey said so well in his opening remarks, it is necessary to do more than to manufacture these materials, it is necessary to see that they get there. We don't want them sunk and sent to the bottom of the Atlantic. An Atlantic which is under the domination of the Nazis is one that will enclose us like slaves instead of being open to us and giving us a free path to the rest of the world.

And finally we must make certain that we have a real united people, that we are a people who understand and a people who, of course, detest and hate war—but a people who hate world slavery more than they hate war. One of the tactics the Nazis have used is to try and create civil war in this country and today the enemies of America are working within our own shores trying to create dissension, turning capital against labor, turning group against group, turning religion against religion and creed against creed and they know that when they have set the seeds of hatred there will be an easy job for Hitler to do. I wonder how many know that Hitler told one of his lieutenants, "America isn't much of a problem to me. America has so many sections, America has so many groups, it has so many religions, they will quarrel with each other and then conquest of America will be easy." It will be an inside job and today there are people working away at this inside job. We must get a real national and moral unity in order to maintain freedom throughout the world and also to extend freedom in America.

This is a two-front war for us. We must work to extend democracy, to make sure the trade union rights are intact, to keep the cost of living from going up too high, to get the best kind of plan, and to work for civil liberties, but we cannot extend it in America unless it is preserved in the world as a whole.

I call on American labor, I call on all Americans to this two-front war at home as well as abroad. Right now we have a chance as we never had, to make ourselves effective. Hitler has made the greatest mistake of his career in attempting to invade Russia. The Hitler armies are backing down as they have never before. He is repeating the mistake made by Napoleon at Waterloo and now is the time for Americans to act, to take this occasion when Hitler's step is slowing. This is the first time in the war that he will probably be beaten and if Americans can understand this, we will have freedom for America and for trade unions. I am sure we are going to do it because I know America has what it takes.

President Morrissey: Thank you, Dr. Lerner. You can be assured that your remarks will be incorporated in the permanent proceedings of the convention.

Delegate Reilly (Carpenters No. 40, Boston): I would like to ask the speaker a question. What he thinks about the claim and comments of certain persons who speak over the radio setting forth their claim that we are so secure here in the United States that we cannot be invaded by any foreign enemy and it is all foolish and unnecessary to make such prepara-

tions that are unessential because we are so secure here.

Dr. Lerner: I don't think very much of it. The reason is that we have been thinking of the Atlantic ocean as something that makes us secure as the French once thought of the Maginot line. They thought nothing could break it. They put billions of dollars into it and they sat pretty and secure and when anybody said something to them about Czecho-Slovakia, they said, "Why should we worry because we have our Maginot line and we cannot be invaded." Well, Hitler didn't take the Maginot line—he flanked it. A victory for Germany plus Japan will mean there is a merging of the navies and that would be far superior to the American naval power. Let me recall that the city of Washington was once burned by the British. It was possible to cross the Atlantic then. It will be easier to do it again.

I don't believe Hitler will want to invade America if Britain goes down, because when he controls England he will control Latin America. They are already sworn to the Nazis and when he has won they will fall into his hands. In Latin America, in Mexico we will have to reckon with the largest military forces in the world and we will have to contend with one that is perfectly willing to sow dissension in our ranks, and America will have to stand against the greatest world power by itself. Today we have two huge military powers, the British and the Russians.

President Morrissey: When I tried to give you a brief picture of what you might expect today I was not aware of the fact that I had a very pleasant surprise for you. We have two very prominent members of the labor movement whom we are going to hear, who were trained in the Massachusetts labor movement and one now takes in the labor movements of the recognized and civilized world. We have Bob Watt with us and he is always welcome. The same applies to Frank Fenton. They are both with us this morning.

I don't know what descriptive words I could use this morning that would convey what we think of Bob Watt. All I can say is he is here in his usual form. He was telling us about a Mormon banquet he attended. I don't know if he had to go on a diet but I don't think he needs any more vitality than he has had in the past and it is my wish, and I know I express the wish of the delegates here, that he continue to enjoy good health. And without any further remarks it is my pleasure to present to you our own Bob Watt.

ROBERT J. WATT
(International Representative,
American Federation of Labor)

In returning today for an all too brief visit to the Massachusetts State Federation of Labor, let me first express my greetings and my congratulations for the progress of the past year. The longer I am in Washington, the more I appreciate the need for vigorous state federations and central labor unions. What can be accomplished in Washington depends in great part upon the strength of state, district, city and local organizations of labor. A militant effective labor organization depends upon the strength of its roots. You delegates represent those roots and the message I bring is brought, not so much to the capable officers of your state federation, but to you delegates of local organization and the membership you represent.

"In union there is strength." That motto is even truer today than in the days before the Wagner Act when trade unionists learned

from day-to-day experiences that unless they hung together they would all be fired and blacklisted individually. But today I want to talk to you about a unity which is even broader than the limits of trade union membership. We have reached a crisis in which the need for unity transcends any demand in our history since we became a nation. We, as a nation, have not adopted a declaration of war. We hope we shall not be forced to do so. But if we are awake to reality we knew that a state of war exists against us. We are faced by the actual fact that the Nazi bandits who now enslave almost all of continental Europe have undertaken to force out of existence any system of government, religion, economics or society which refuses to goose-step at their command.

Abraham Lincoln once said that a nation cannot exist, half free and half slave. Hitler seems to have accepted that statement as applying to the whole world—and unlike the great American president who devoted his life to freeing the half who were in chains Hitler seeks to shackle all those whom he has not already branded by his vicious swastika.

I bring you this message of unity today because American unity is one of the ingredients needed to hasten the victory of free men. Among those first killed or herded into the torture of concentration camps were the leaders of the free trade union movements. First in Germany, then in Austria, then Czecho-Slovakia and so on down the list, the labor leaders were marked as enemies of the dictators. Among many of those I have known at the International Labor Organization, and the International Federation of Trade Unions some escaped, and many did not. But they left behind them an underground movement which awaits the day when they can strike and strike successfully for the right to be free. What about ourselves? Do you suppose that the organized opposition to the official foreign policy of the American people is just an accident? Do you suppose that the strange similarity between the propaganda from Rome and Berlin and that which you hear on the radio or see in the papers against each step taken by President Roosevelt is just an accident? But let me make one point clear. I do not believe that some of our loudest squawkers are on a Nazi payroll. By no means. Hitler knows that a hate-poisoned sorehead is a far better stooge than a guy who does it for cash on the line.

I think I do not need to name names. The so-called America First committee may profess to believe in democracy. But I ask you some simple questions. Does democracy mean that the people are governed by the rule of the majority? Does representative government mean that the people choose their representatives and entrust to them the power and responsibility to act in their behalf? Does our constitution entrust to our President responsibility for taking all necessary steps for the national defense? You and I know that the answer to each is yes. For these reasons I welcomed your kind invitation to be with you today. As you know, President Green has named a Committee on National Defense. The purpose of that committee is to promote the national defense by enlisting and focusing the efforts of the American Federation of Labor. Our committee is just beyond the organization stage but already the support and co-operation of local committees have been pledged by hundreds of state and city central bodies in accordance with President Green's request. Our duties are many but our purpose is simple and single. That purpose is to promote national defense, and make it develop

faster, stronger and more complete. Our purpose is not to go into competition with official agencies but to stimulate the democratic participation of the American working men and women.

When a democracy gets into a tough corner, the way to win is to stimulate the inherent strength of the democracy. We would be wasting our richest source of strength if we ignored the democratic processes and tried clumsily to set up a petty dictatorship to run our affairs. Of course, there must be a concentration and delegation of authority. There must be unquestioned loyalty and a quick readiness on the part of each of us to assume our responsibilities.

But what makes a democracy unbeatable is that its people don't need to wait for orders. If there is a job to be done in Boston or Springfield or Mashpee, the citizens of the town need not send to Washington for instructions. With an aroused, alert and functioning democracy, every unit should have the brains, the energy, and the guts to tackle any necessary jobs in their own backyards.

I have criticized the operation of the National Defense program. I have said what I believe in private to the men and women who ought to hear it. I may have offended some individuals in the process, but what of it. Complacency is a far greater danger than all the insidious poison mouthed by the whole caboodle of Nazi followers. If a few nincompoops sitting in swivel chairs think everything is swell, it's time someone inserted a few thumbtacks through the deep upholstery in the seats. If it hurts their feelings and even their dignity, who cares? My complaint is a simple one. I say that in the defense program there has been a serious failure to utilize the experience and energy and responsibility of the rank and file of labor leadership. A handful of labor representatives sitting on boards or commissions in Washington mostly in an advisory capacity, or hired as trouble shooters don't make up for the failure to use the democratic organization of the labor movement.

I sit on some of these boards myself. I have participated in the efforts of the National Defense Mediation Board during some of the worst disputes. We got them settled, but I believe that most of those disputes could and should have been settled back home if a responsible organization of employer, employee and government representatives had been established and functioning. The success of the National Defense Mediation Board is one of the most encouraging demonstrations of the value of realistic mobilization of democratic representation. President Roosevelt established the Board after consultation with responsible executives in labor and industry and it is composed not of individuals but of representatives. By and large labor and industry alike have accepted the recommendations of the Mediation Board with a minimum of delay because obviously the recommendations have been practical.

I propose to you here today that you establish your own committees on national defense in every city and town. Select your best people to take part and impress upon them that they have great responsibility as your representatives on such committees. Turn them loose upon the task of finding ways to solve any local problems in connection with the defense effort. Don't let them wait until the mayor asks them to sit on a bandstand and make speeches. Turn them loose upon surveying what the community needs for defense and finding out what labor can suggest to fill those needs.

Labor disputes are obviously what the public first thinks of as the major problem. The public is wrong on that score. But at least your local committees with employer, labor and community representatives united can go a long way toward seeing that labor disputes are settled without costing the defense program any lost time and without costing union members any lost wages. If some local union people are being unreasonable, no one is in a better position to get them to quiet down than their own people whom they have long known and can trust. If employers are being bull-headed a united front by local labor and a few quiet words around the conference table may be sufficient to make them see the light.

Industrial accidents and diseases cost a lot more man-hours than do strikes. Don't you think a local committee can do a lot about finding out the causes from the men and women who run the machines, and arousing the workers themselves to the need for carefulness. We could have built a lot of tanks and guns and planes with the 200,000,000 man-hours lost last year by industrial accidents. In promoting more efficient operation of our industries I would bet 10 to 1 that a local committee of workers could increase output in any factory without stretch-out or speedup through democratic co-operation whereas an efficiency expert who seldom stays in one place long enough to permit his mistakes to catch up with him would create a paper performance which meant nothing.

Labor supply is today one of our most acute problems. A local committee can do something about that. I know that the government has named a few labor supply officers to cure our problems, but that is a lot of bunk as compared with the usefulness of responsible local committees who can canvass available labor supply; suggest ways to take men off non-defense jobs and put them where they are most needed; who can estimate local needs and advise what government projects could most successfully be undertaken. A local committee could operate hand in hand with the public employment office in finding needed people for essential jobs. Your local committees could find ways to borrow men during dull periods in one plant to do needed work in another and do it in a way which will protect the seniority and other union standards.

Local committees can play an important part in connection with Defense Savings Bonds, housing projects, slum clearance, improved nutrition, development of recreational facilities, community health, welfare and education facilities are other important problems which should receive the attention and co-operation of local union defense committees. But aside from any other consideration, the participation of labor committees in such projects is essential as part of the functioning of our democracy. I think a powerful progressive labor movement playing an important part with management in mobilizing industry for defense is the only alternative to government control which this nation can choose if it is to continue as a nation of free men.

We can build for tomorrow through local union defense committees just as effectively as we build the emergency safeguards in today's defense program. But to do it, Labor must act. We can't sit smugly by waiting to be invited.

Of course we have some national problems. Some of them involve the protection of labor standards. You know how some of our native fascist hill-billies have tried to stampe the Congress into anti-union legislation under the excuse of the emergency. Fortunately for the workers of the country, Franklin D. Roosevelt pledged the maintenance of labor's hard-won

gains at the beginning of the emergency. He has never wavered. I could go through a long list of laws which we must maintain and strengthen but I have taken a lot of time already so let me mention one more law in which the needs of the defense program urgently demand a great expansion and reshaping. I refer to the Social Security Act. At a time when inflation must be averted and when a huge expansion of employment is creating obvious problems for tomorrow we should profit by the experience which we and others have already had. Under the old age system we must expand the coverage to take in the score of millions of wage earners now deprived of its protection. The civil service retirement system may be all right for government employees but it is a joke as far as the hundreds of thousands of emergency employees are concerned. We need to co-ordinate these systems at the same time that we extend the coverage to farm workers, domestics and employees of non-profit institutions.

Social insurance which fails to provide against total or temporary disability is not deserving of the name. Family need is greatest during the period when the worker is suffering from accident or disease and needs medical care. Such need is ignored under Social Security today. Arthur Altmeyer has called the matter to the attention of Congress but nothing has happened since. I think it is time for labor to give a big push to the enactment of federal insurance against total or temporary disability. As you may suspect, I would weep no tears if such a system took over the whole coverage of workmen's compensation.

As for employment security, all that I have ever said against the crazy system of 51 varieties of state unemployment compensation systems could well be repeated. We need a single unified federal system. The federal government could take over the personnel of state agencies whose salaries are already being paid from federal funds. They could use this insurance system to provide workers with jobs or insurance instead of using it to feather the nests of a few big employers by the vicious system of experience or merit rating. Ask Ken Taylor, or the representative of any State Federation of Labor what he thinks of the unemployment compensation racket as it is now operating under the cut-back system.

The delegates to this convention do not need to be told that we face today one of the greatest trials that the labor movement and the American people have ever faced. It is time for every one of us to put every ounce of weight we have into the solution of our nation's problems. Let's do our share to create the unity and loyalty among all our people which will enable our Commander-in-Chief to take any and every step he sees as necessary to lick Hitler and his Japanese stooges before they can bring devastation to a single American home. Let's march on together whenever our freely chosen Commander-in-Chief decides it's time to meet the war already being waged against us. And at the same time, let us do our best to make our economic, social and political democracy so efficient, and so responsive to human needs that the masses it serves will rise with redoubled zeal to defend and extend the institutions through which you and I have come to enjoy the privilege of meeting here today, to say what we think, to live freely under law, and to enjoy, free in conscience and strong in liberty, the generous heritage of our land.

Vice-President Buckley was called to the chair.

Vice-President Buckley: Our next speaker is Chief of Air Raid Wardens and I will now

call upon Captain James J. Henchey of the Boston Police Department who will enlighten us on the numerous phases of air raid precautions about which we know very little. He is Chief of Air Raid Wardens for Boston. I present Captain Henchey.

CAPT. JAMES J. HENCHEY (Chief of Air Raid Wardens, City of Boston)

Mr. Chairman, ladies and gentlemen, delegates and officers to the 56th annual convention of the Massachusetts State Federation of Labor — It gives me great pleasure to come here today and address such a large gathering from all over the state on the duties of Air Raid Wardens for the Commonwealth. Here in Boston about two months ago, the Commissioner, Joseph Timilty, and Superintendent Edward Fallon appointed me as Chief Air Raid Warden to form an organization for the City of Boston. We thought we would have about 1000 men in our organization and we called in all the police captains in the City of Boston and told them to go out and break up their divisions into sections and organize their various districts and arrange a quota to have at least 300 men whom we could call upon from every section of the city. We have been able to form in the City of Boston, with the aid of the A. R. F., groups of men who went to the Boston Latin School for three months and took up this course and they are at your service in your local communities throughout the state if you will but call upon them and you will find that they are qualified men who will be able to help organize these air raid wardens in your own local cities and towns.

Here in Boston we have 20 schools started throughout the city including the islands of Boston Harbor. We expected, as I said before, to have about 1000 men taking this course, volunteering as air raid wardens and we were surprised last Monday night when they assembled in the 20 different schools in the city to find that we didn't have 1000, but that there were 4500 men who responded to the call to help organize as air raid wardens for the City of Boston.

We have those schools going and they will continue to go for the next 10 weeks and we know the men who have started to go to these particular schools will take interest in them and we also feel that the number will increase and we expect that within two weeks there will be 10,000 air raid wardens in the City of Boston.

Throughout the state now we are forming groups of air raid wardens. We don't know whether we are going to get into the war, but it looks as though we are on the verge of it at the present time. And if we can really organize in every city and town in this state and have in every large city at least from 100 to 1000 air raid wardens, I think we will go a long way in helping the people of Massachusetts should we have to go to war. We don't know whether there will be any or not and we don't know whether we will need this training or not, but we would like to have the opportunity to show the people of Massachusetts if there is a need of calling on the air raid wardens, that when such an alarm is sounded we will be ready and we will know that in every section of the state we will have qualified men who have gone to school and have learned just what methods will have to be used and we will know that they will do their best in every part of the state.

I would like to say and I would like to have you men go back to your own local communities

and if they have not yet formed an air raid warden class yet, if they will but get in touch with me I will be very glad to help them with all the material that we have. It is a big job, we know, but we will be pleased to assist so that should there be any need we will be prepared.

The duties of the air raid wardens will be, particularly if we are going to be bombed here, to go out and warn the people how best to protect themselves against such bombing. I would like to have you people, you men who are members of the Federation of Labor in Massachusetts, you who are all qualified and experienced men in your own communities, go back after you leave Boston and tell your local committees that we here in Boston are way ahead of the other cities but that we expect them to do their part and we want them to feel that Boston is ready and willing to help them and if they will but call on us we will be at their service.

Ladies and gentlemen, I don't want to take any more of your time now on the question of the air raid wardens and their duties, but I would like to have you feel that we want you to help us if you live in Boston and we would like to have you carry back to your own local committees the idea that we are forming these committees not only in Boston but throughout the entire state classes for air raid wardens. Thank you.

Vice-President Buckley: Thank you, Captain Henchey. The next order of business will be the nomination of officers. I now call upon Vice-President Caffrey to take over.

Vice-President Caffrey: The hour for nomination of officers has arrived and the chair will recognize at this time, Secretary Taylor, who will read that part of the constitution.

Secretary Taylor read the provisions of the Constitution pertaining to nomination of officers.

Vice-President Caffrey then announced that nominations were in order for the office of President.

Delegate O'Donnell (Teamsters No. 25, Boston): Mr. Chairman and fellow delegates—It is a great privilege this morning to be allowed the honor to place in nomination the present incumbent, Delegate and President Morrissey. You delegates who were at the Worcester convention when he first became your President, were told that the labor movement was getting a very aggressive and progressive young man who was going to bring credit to the State Federation of Labor, who would continue the policies of his predecessors in building up a labor movement that would be second to none in this entire country. I think that promise has been fulfilled. When we look around this convention floor we find new faces here brought in through the efforts of the President of this organization in conjunction with the other officials.

If ever we need a man at the head of this organization who understands the trials and problems of this organization, a man of experience, because we all know the situation that confronts this nation today, it is now. You have heard the various speakers tell you of the serious emergency with which we are now faced. Massachusetts has been looked upon as a very great leader in movements in so far as the trade union movement and labor laws are concerned. They all look upon Massachusetts in that capacity. Now we want somebody at the head of this organization who has the experience, who has the knowledge, who has the ability to carry on the added duties that will be

incumbent upon the President of the State Federation.

So I say to you, Mr. Chairman, I consider it a very great privilege to come here today and follow up what I told you in the City of Worcester that you are getting a very progressive, able man to head this organization and in view of the facts that were told from the rostrum of this convention there are problems that will confront this nation, both state and national, and we want someone here who will meet those problems from experience and with the ability to carry on. It gives me, Mr. President, a great deal of pleasure to place in nomination at this time for the office of President, Nicholas P. Morrissey.

Delegate Jennings (Laundry Drivers No. 168, Boston): Mr. Chairman and fellow delegates—I desire to second the nomination of Brother Nicholas P. Morrissey for the office of President of the State Federation of Labor.

Delegate Hurwitz (Laundry Drivers No. 168, Boston): Mr. Chairman, fellow delegates—Usually nominating speeches are long and complimentary words are used, but I can't help taking the opportunity and the privilege to say a word or two in behalf of the candidacy of Nicholas P. Morrissey for President of the State Federation of Labor. As President of the Teamsters State Council of Massachusetts, I have seen Nicholas P. Morrissey rise from a truck driver to a business representative of one of the most militant truck drivers unions in the district. He has been a credit to that organization, elected and re-elected from time to time. He has been a credit to the Massachusetts Federation of Labor when he aspired or when he was asked to run for Vice-President. He has served several terms as Vice-President of the State Federation and has served several terms as President of this great organization. I think that the present incumbent should be given the same number of terms that his predecessors have served, the late John F. Gatelee and Commissioner of Labor James T. Moriarty, and in this crisis of our nation and state when our President has laid out programs that only he and you—his constituents—are to carry out. And the same applies to our state Federation of Labor President Morrissey, Secretary Taylor and the Executive Council have laid out plans for the future and I think we should re-elect Nicholas P. Morrissey for another term as President of the Massachusetts State Federation of Labor. Thank you.

There being no further nominations, Vice-President Caffrey declared nominations for the office of President closed.

Vice-President Caffrey announced that nominations were in order for the offices of Vice-President for the First District, three to be elected.

Delegate Higgins (Teamsters No. 25, Boston) nominated John J. Buckley (Teamsters No. 25, Boston).

Delegate Jennings (Laundry Drivers No. 168, Boston) and Sullivan (Teamsters No. 25, Boston) seconded the nomination of John J. Buckley.

Delegate Sullivan (Teamsters No. 25, Boston) nominated William J. Doyle (Electrical Workers No. 103, Boston).

Delegate Ellis (Sheet Metal Workers No. 17, Boston) seconded the nomination of William J. Doyle.

Delegate DelMonte (Teamsters No. 379, Boston) nominated Harry P. Grages (Boston Central Labor Union).

Delegates Freeman (Machinists No. 264, Boston) and Kearney (Bartenders and Hotel Employees No. 34, Boston) seconded the nomination of Harry P. Grages.

Delegate Curtin (Cambridge Central Labor Union) nominated Howard H. Litchfield (Cambridge Central Labor Union).

Delegates Curley (Meat Cutters No. 592, Boston), Stefani (Cooks and Pastry Cooks No. 186, Boston), Ackerley (Federal Labor Union No. 22050, Cambridge), McDonald (Federal Labor Union No. 21789, Boston), and McNamara (Firemen and Oilers No. 3, Boston) seconded the nomination of Howard H. Litchfield.

There being no further nominations, Vice-President Caffrey declared nominations for the offices of Vice-President for the First District closed.

Vice-President Caffrey announced that nominations were in order for the offices of Vice-President for the Second District, two to be elected.

Delegate Connors (Teachers No. 263, New Bedford) nominated S. P. Jason (Teamsters No. 59, New Bedford).

Delegate LeBlanc (New Bedford Central Labor Union) seconded the nomination of S. P. Jason.

Delegate Ferris (Electrical Workers No. 223, Brockton) nominated Thomas E. Wilkinson (Street Carmen No. 235, Brockton).

Delegates Johnson (Painters No. 296, Brockton), Cicone (Barbers No. 238, Brockton) and Kelley (Meat Cutters No. 294, Quincy) seconded the nomination of Thomas E. Wilkinson.

There being no further nominations, Vice-President Caffrey declared nominations for the offices of Vice-President for the Second District closed.

Vice-President Caffrey announced that nominations were in order for the offices of Vice-President for the Third District, two to be elected.

Delegate Wade (Lawrence Central Labor Union) nominated Timothy H. O'Neil (Lawrence Central Labor Union).

Delegate Eno (Electrical Workers No. B-1015, Lowell) seconded the nomination of Timothy H. O'Neil.

Delegate Ahearn (Lowell Central Labor Union) nominated John J. Driscoll (Meat Cutters No. 71, Lynn).

There being no further nominations, Vice-President Caffrey declared nominations for the offices of Vice-President for the Third District closed.

Vice-President Caffrey announced that nominations were in order for the offices of Vice-President for the Fourth District, two to be elected.

Delegate Donnelly (Worcester Central Labor Union) announced that a caucus of delegates of the Fourth District had decided upon Chester G. Fitzpatrick (Teamsters No. 170, Worcester) and John M. Shea (Street Carmen No. 22, Worcester) and therefore he nominated these delegates.

Delegate Thornton (Molders No. 5, Worcester) seconded the nomination of Chester G. Fitzpatrick.

Delegates Hazelhurst (Musicians No. 143, Worcester), Shea (Street Carmen No. 280, Lowell) and Nugent (Brewery Workers No. 136, Worcester) seconded the nomination of John M. Shea.

There being no further nominations, Vice-President Caffrey declared nominations for the offices of Vice-President for the Fourth District closed.

Vice-President Caffrey announced that nominations were in order for the offices of Vice-President for the Fifth District, two to be elected.

Delegate Lebow (Lowell Central Labor Union) nominated Benjamin G. Hull (Westfield Central Labor Union).

Delegates Casey (Stage Employees No. 53, Springfield), Fleming (Holyoke Central Labor Union) and Payette (Moving Picture Operators No. 186, Springfield) seconded the nomination of Benjamin G. Hull.

Delegate Hogan (Springfield Central Labor Union) nominated Patrick W. Harrigan (Bricklayers No. 1, Springfield).

Delegates Bird (Engineers No. 98, Springfield), Corcoran (Teamsters No. 404, Springfield), Ryan (Bricklayers No. 3, Boston), Pazini (Bakers No. 32, Springfield) and Suprenant (Painters No. 257, Springfield) seconded the nomination of Patrick W. Harrigan.

There being no further nominations, Vice-President Caffrey declared nominations for the offices of Vice-President for the Fifth District closed.

Vice-President Caffrey announced that nominations were in order for the office of Secretary - Treasurer - Legislative Agent.

Delegate Pearlstein (Newspaper Chauffeurs No. 259, Boston): For the past several years this most important office has been held by a man of unquestionable courage, independence of thought, sterling honesty and fine character—virtues that are vitally necessary in the highly specialized field in which he labors. I am certain that we all understand, appreciate the fact that it takes years to develop men of this type. We have watched him grow and develop until now he has attracted national attention by his outstanding ability, his thoroughness in preparation and in advocating and fighting for the working men and women that he represents. It is our job to keep him on this job. It is with sincere pleasure that I place in nomination for the office of Secretary-Treasurer-Legislative Agent of the State Federation of Labor, the present incumbent, Kenneth I. Taylor.

Delegate Russell (Engineers No. 849, Boston): Delegates to the 56th annual convention—Fortunately for me I have had an opportunity in the last few years to watch the development and progress of the younger men in the Massachusetts labor movement. I have been much concerned, I have been critical, but if my observation, if my opinion, if my thoughts on it are worth anything, I am going to give them to you. Some 10 years ago—a little longer—James T. Moriarty was President of the State Federation and in this hall here he said we must continue to develop our young men, and in turn during the administration of Brother Moriarty came such people as Bob Watt and Frank Fenton, and then came Ken Taylor, all of whom have been a credit

and have gone down to the renown and respect and attention of our State Federation of Labor. We have developed these men and they are responsible to us. But there is one thing we must do—we must continue to hold them as long as we can, to make their obligation to us as binding as it can be and then when the time does come for them to leave us we can be proud of this gift of ours to donate the contribution of the Massachusetts labor movement to the movement.

I don't believe we have any one man who is equipped to handle our policies and program other than the man who has just been nominated for Secretary-Treasurer and in honesty to ourselves and in justice to the man I take it, not only as a pleasure, but a very definite duty to second the nomination of Kenneth I. Taylor.

There being no further nominations, Vice-President Caffrey declared nominations for the office of Secretary-Treasurer-Legislative Agent closed.

Vice-President Caffrey announced that nominations were in order for delegate to the convention of the American Federation of Labor.

Delegate Moriarty (Sheet Metal Workers No. 17, Boston): Mr. President, it is a pleasure to be here, first as a delegate representing a local organization, and second it is a pleasure to speak of a young man whom I saw come into this movement and rise to be recognized not only here but as a part of the American labor movement. I have also had the pleasure of being a co-delegate representing my international union for the last few years at the American Federation of Labor. I have seen Mr. Taylor get acquainted not only with the delegates of the organizations here but the international organizations connected with the best organization in the United States—the American Federation of Labor. I think that we are doing a great duty to ourselves, not to him, but to ourselves to send the Secretary-Treasurer of the State Federation of Labor to the next convention of the A. F. of L. He has been a fine officer of our organization. He will be a fine delegate to represent you and me and those who are not able to be here, at the next convention of the A. F. of L. and it gives me great pleasure to place in nomination the name of our Secretary-Treasurer-Legislative Agent as delegate to the A. F. of L. convention, Kenneth I. Taylor.

Delegate Morrissey (Teamsters No. 25, Boston): Mr. Chairman and delegates: My purpose is to second the nomination of Kenneth I. Taylor as the delegate to the American Federation of Labor convention. I briefly wish to set forth a few of my reasons. The legislative program of the State Federation of Labor, as a result of these conventions, is often referred to the national convention of the A. F. of L. The constitutional function of the Secretary-Treasurer-Legislative Agent places him in a position where he is responsible for carrying out the delegates' desires and wishes with respect to their legislation and in my opinion is sufficient reason for the Secretary-Treasurer-Legislative Agent being permitted to become the delegate to the national A. F. of L. convention. I said I wanted to give you a few reasons why in my opinion this procedure should be pursued. In addition to what I have already said, I want to say that when this State Federation of Labor sends a delegate to the national convention he goes under instructions, not only from the convention, but also from the Executive Council. And there isn't anyone

in this audience who will disagree with me when I say that a convention is no place for a vacation, but any of you who know Ken Taylor as I know him, know the only kind of a vacation we can force him to take is to send him to the national convention where he can't find himself obliged to run that convention but can relax and let others run it. So for that reason, if no other reason, I desire to second the nomination of Kenneth I. Taylor as our ambassador to the convention of the American Federation of Labor.

There being no further nominations, Vice-President Caffrey declared nominations for delegate to the convention of the American Federation of Labor closed.

Vice-President Caffrey announced that nominations were in order for alternate delegate to the convention of the American Federation of Labor.

Delegate Russell (Engineers No. 849, Boston): Again, Mr. Chairman and delegates, an observation is that the office of President of the Massachusetts Federation of Labor is the highest office to which anyone can aspire in this state. The wages are none, the work is hard, the gratitude is definitely lacking, but we are very fortunate over a period of years to have men willing to serve and to work hard and supervise our State Federation of Labor and then at a certain, almost automatic, time we put the skids under them or just automatically relieve them of their work without pension or recognition. I am hoping that sooner or later the great American Federation of Labor will give more recognition to State Federations of Labor.

As you know, our delegate is only one and is known as a "one-lunger." An international union with 10,000 men has more votes, but one delegate from Massachusetts, representing over 200,000 has but one. That may be sometime corrected. I am not trying to correct it, but I am at this time nominating for the position of alternate delegate to the A. F. of L. the President of our body, Nicholas P. Morrissey, for a specific reason. First, I think if the treasury permits, our President should be permitted, if not ordered, to go as an observer as part of the reward of being President of our Federation of Labor. I know the Resolutions Committee would be extremely pleased to have a resolution before them asking for our representative to introduce resolutions from this body to the parent body that the A. F. of L. be permitted at least two delegates and two votes. But let us make a very fine gesture to our President by nominating him as the alternate delegate to the A. F. of L. convention. I place the name of Nicholas P. Morrissey in nomination for that office.

Delegate Jason (Teamsters No. 59, New Bedford) seconded the nomination of Nicholas P. Morrissey.

There being no further nominations, Vice-President Caffrey declared nominations for alternate delegate to the convention of the American Federation of Labor closed.

Vice-President Caffrey announced that nominations were in order for the convention city for 1942.

Delegate Velleman (Stenographers and Typists No. 14965, Boston) moved that

the matter of selecting a convention city be referred to the Executive Council.

The motion, duly seconded, was adopted.

Vice-President Caffrey: There is one more thing I wanted to call to the delegates' attention and that is a special committee which was appointed to investigate a strike situation. The Chair will call on Delegate DelMonte.

Delegate DelMonte (Teamsters No. 379, Boston): All I wanted was to get some information as to whether the committee has made any report and if anything has been done as to the strike and whether it is still in progress.

Delegate Armstrong (Teamsters No. 82, Boston): I move that the committee on the Morgan Memorial situation be given full power to put into effect the contents of Resolution No. 35 in the event they are unable to come to any agreement at the conference tomorrow with the Morgan Memorial authorities.

The motion, duly seconded, was adopted.

Secretary Taylor read the following telegrams:

Washington, D. C.
August 6, 1941.

Nicholas Morrissey, President
Massachusetts State Federation of Labor
Hotel Bradford
Boston, Massachusetts

Greetings and congratulations to the Massachusetts Federation of Labor. You have all done a great job of maintaining and improving working conditions and in doing the skilled work upon which the defense program really depends. I am happy to have had a part in preventing vicious anti-labor legislation from being enacted here in Washington.

THOMAS H. ELIOT
Member of Congress

Washington, D. C.
August 6, 1941.

Kenneth I. Taylor, Secretary
Massachusetts State Federation of Labor
Hotel Bradford
Boston, Massachusetts

The Cigar Makers International Union extends to the Massachusetts State Federation fraternal greetings and every good wish for a harmonious successful convention. May plans made and policies adopted by your delegates result in continued progress and effective helpfulness in solving the serious problems now confronting the labor movement.

R. E. VAN HORN
President

The convention then adjourned until 2 p. m.

AFTERNOON SESSION

The convention was called to order Thursday afternoon at 2.00 o'clock by President Morrissey.

Chairman Pearlstein of the Committee on Report of the Secretary-Treasurer-Legislative Agent submitted the following report for the committee:

Your Committee on the Report of the Secretary-Treasurer-Legislative Agent submits the following:

Bills Still Pending in Legislature

Unemployment compensation measures, including repeal of the section dealing with the denial of benefits in the event of a voluntary quit (S234), inclusion of all employers (S235), liberalization of benefits (S240), reduction of waiting period (S238), improvement of labor disputes (S237), simplification of computing benefits (S241), benefits for fishermen (H1758), amendment of section dealing with appeals (S230), limitation of duties of the Advisory Council (S228), salaries of members of Board of Review (S306) and benefits for those in the armed forces of the United States (S655); old age assistance law (H2522); liberalization of benefits under the Workmen's Compensation Act (H2557); creation of a commission on apprentice training (H1413), and one day's rest in seven for certain janitors (H1417).

Final reports on these measures will be made to the convention if possible or will be made part of the proceedings of the convention.

Bills Favored by Labor and Enacted into Law

Annual session of the Legislature (S90); readjustment of legislator's salaries (H2504); increased burial allowance for fatally injured workmen (H1418); registration of new manufacturing establishments (H1134); labor representation on State Board of Vocational Education (H1945); establishment of minimum mileage rates for special or chartered buses (H1866), and a bill to require employers to post notices when not carrying a workmen's compensation policy (H1136).

In the light of the present public temper, irritated by proven unnecessary strikes, your committee appreciates the obstacles that had to be overcome in acquiring these laws for our benefit. It is progress.

Bills Favored by Labor and Defeated

State Fund for Workmen's Compensation (H2034), which will be finally acted upon at the state election in November 1942; election of judges (H325); child labor amendment (H392); additional man on semi-trailer truck units (H1670); amendment to weekly payment of wages law (H1133); representative of labor on board of trustees of vocational schools (H1494); observance of Armistice Day (H1008); prohibition of substitutes for brick and stone on construction of public buildings (H1282); reduction of taxicabs in the City of Boston (H1319); licensing of cooks and regulation of commercial cookery (H1287); prevailing wage and other benefits for certain municipal employees (H1483), and transfer of certain lands and buildings to City Property Committee of Springfield (H1352).

Your committee recommends that these or like bills be again introduced in the next session of the Legislature.

Bills Opposed by Labor and Defeated

Prison term for certain workers who strike. The workers of our state have witnessed many weird acts on the part of some of the men, who, unfortunately, have been elected to the Great and General Court. This particular bill, introduced by Senator George W. Stanton of Fitchburg, has, to all intents and purposes, followed the cardinal principle of communism, nazism and fascism by attempting to destroy the inalienable right of men and women to strike by the imposition of a \$50,000 fine or by imprisonment. That this type of anti-social mentality can be elected to the State Senate is a sad commentary to our political life. He should and must be retired to private life.

Compulsory mediation of labor disputes (H803); repeal of law relating to fair com-

petition for bidders on public works contracts (\$504); repeal of craft unit provision of the State Labor Relations Act (\$247), and the creation of a labor court (\$401).

Your committee notes with pleasure as all of us do, the defeat of these bills.

The financial condition of the State Branch is in a reasonably healthy condition, although unusual expenditures of last year made necessary by the action of the convention, which had to be made, caused a \$6000 decrease, the first in many years. It is well to keep in mind that the affiliations and numerical strength of the State Branch has increased greatly in the last few years, consequently compelling greater activities, not the least of which was the creation of the obviously necessary statistical research and compilation service at headquarters, all of which entailed added expense in furnishing our members with the service to which they are entitled.

In approving the report of the Secretary-Treasurer-Legislative Agent, we desire to express our thanks for the sincere and loyal way in which he has given his utmost for the workers of our state.

It is regrettable that so few of the rank and file have had the opportunity to visit the office of the State Branch and to experience for themselves the courteous, efficient and sincere way in which our office force, under the direction of and reflecting the personality and character of Miss Agnes Kane, discharge their duties with such helpfulness and loyalty to our membership. In the name of the convention we thank them.

Respectfully submitted,

ABRAHAM PEARLSTEIN, Chairman
SIDNEY LEBOW
JOHN CAREY
FRANCIS F. MORSE
WALTER HAZELHURST
JAMES E. WALSH
JOSEPH A. SLATTERY
MAX HAMLIN
GEORGE GIBBS
COSTANZO PAGNANO
TIMOTHY J. HARRINGTON
HENRY C. MURRAY
FRANK C. BURKE
JOHN J. CONROY
FRANK MANGAN
GEORGE W. LANSING
EDWARD T. JENKINS

Delegate Pearlstein moved the committee's report as a whole be adopted.

Secretary Taylor: There is one part of my report that I can't resist talking about before the committee's recommendation is adopted. It deals with the matter of studying the feasibility of having a unicameral legislature in Massachusetts.

I make no rash recommendations. I simply recommend that the Executive Council be instructed and authorized to study the feasibility of having a unicameral legislature in Massachusetts instead of having a House and Senate. Unicameral, incidentally, means a one-house legislature. In the state of Nebraska they already have a unicameral legislature which they substituted for a two-branch legislature several years ago. Prior to my time there was Bob Watt and prior to his term of service there was Martin Joyce. I think if they were here they would come to the same conclusion that the Massachusetts Senate, the influence of the utilities companies, the insurance companies, the employers groups and the banks is such that the citizens of the Commonwealth inevitably get a short count. In the olden days I am told, the two branches of a legislature or government was created

because the wealthy interests wanted an upper branch so as to be able to control and veto the actions of the branch that actually represented the ordinary people. In England that was so. The House of Lords used to have a considerable amount of control over the House of Commons. Today it is not so. Although the House of Lords may still vote against actions of the House of Commons such a veto does not necessarily defeat legislation initiated or adopted by the House of Commons.

We have in all states, except Nebraska, the two-house legislature. Perhaps in the other states the situation is not as serious, but in Massachusetts the Senate is commonly-known as the graveyard for liberal legislation. It is a fact and we may as well face it. If after we have made a study and we present the facts to you next year we find that a unicameral legislature would be desirable from the viewpoint of the citizens of this state, then it would be my further recommendation that we secure the necessary signatures to place the question on the ballot and let the voters decide whether they want to continue to be trimmed by members of the Senate. It is not necessarily departing from our democratic way because the check and balance still exists. You have a Governor who has a right to veto any act of the Legislature and it seems to us there is no particular need of having another check, namely the Senate of Massachusetts.

I conclude by giving an illustration. Recently the Legislature considered the Old Age Assistance bill. The House, in all sincerity, adopted a payroll tax, which I opposed. In the Senate a head tax was adopted and the matter is still pending before the Legislature and therefore a conference committee will have to be appointed. But in the meantime, there were numerous ways of raising money. There was the possibility of increasing the tax on dogs and the tax on horses. But lo and behold, the Massachusetts Senate, in all its dignity, continues to say: "No, we won't tax the operators of the dog and horse tracks because we insist they continue to make 1500 per cent return on their investments. Instead we will establish the tax on the ordinary man and woman of Massachusetts." Why? Therefore, I say there is every reason for us to study the feasibility of having a unicameral legislature.

President Morrissey: Chairman Pearlstein desires to add to the report of the Committee on the Report of the Secretary-Treasurer-Legislative Agent.

Delegate Pearlstein: I want to add to the report that the Executive Council be instructed and authorized to study the unicameral form of legislature such as exists in the state of Nebraska and make a report of their findings to the 57th convention.

Delegate Kearney (Bartenders and Hotel Employees No. 84, Boston): I am not going to speak on the unicameral legislative process. Unicameral means one body, so you have one legislative body to do away with the Senate. I labeled the Senate the 40 thieves when I was a member myself, but I may have made a mistake and should have said the 39 thieves. But that isn't the reason I am speaking now. It is on the report made by the committee on the State Fund for Workmen's Compensation. I am sorry we haven't had more discussion on that because the battle now is on between the old insurance companies and our labor movement and we will have nothing but argument and propoganda that we must have in our

possession to overcome the tremendous amount of money on the other hand. Let me first call this to your attention: Our social life in America is now in legislation for us. Now remember that. Our entire future social life is written in the laws of Congress and is now being written in the state legislatures for us. In 10 years the labor movement will have little to do with our social life, our own personal future life. It will be written into laws. Well, that is socialism. That is socialism and you will hear that cry before the next election a year from next November that this State Fund is socialism and upon that basis they will attempt to urge the voters to vote against it because it is socialism. We must answer that charge. It is not socialism. It is in line with the general policies established very forcibly by the Roosevelt administration as to the necessity of government now stepping into the social life of our people by passing the various laws we now have. Social security, is that socialism? Where the employer is compelled to keep out a small part of your wages and he likewise adds to it and puts it into a big pool, for compulsory protection in your old age. Is that socialism? Then if it is socialism—the nation as a whole approves of it. Then we have here in our own state a system that was called socialism. You now provide for payment for men and women out of employment. That is the rankest kind of socialism, but it is so rank that it is approved universally all over our nation so that when our unemployed workers cannot find work we have provided a fund to sustain them. That is socialism. There is a bill in Congress today that will be declared the greatest socialistic move ever presented in Congress, the Wagner Bill, another one from that great socialist senator from New York, a health proposal, a health protection so that we will delve into the very health of our people to make sure they will have good, wholesome, healthy bodies. That is socialism and so now when men are injured in the course of their employment, when through no fault of their own by imperfect machinery, by speeding-up systems, by the greed of employers to grind out dividends (17,000 men and women were killed in industry last year) and when we step in and say to the government, to employers and as we will say to the voters, turn the responsibility for the care of those injured workers and for the care of the widows and children over to the Commonwealth itself and let us make provision for their weekly payment and for the care of their families. That is socialism.

So you see that old cry of socialism doesn't stand up any more because this is not only socialism as portrayed by the enemies of Labor but it is the fulfillment and the culmination of the hopes of Labor for many years now coming into fruition and let me say, and I can say, to these elderly men here after all these years of their effort, these pioneer objects, these original ideas of organized labor are now coming into effect. It isn't socialism, it is social progress, it is the great reward that we can say belongs to Labor and the very first effort, for old age pension came from organized labor. Unemployment insurance, social security, workmen's compensation, employers liability, are only a small part of the original efforts of this labor movement, and we see success. Oh, we owe debts of gratitude of course to the liberal men that come in possession of public office. Roosevelt with a great liberal organization in Congress and the House put these things into effect and here in Massachusetts we were making progress until

once more back into power came the reactionaries under the leadership of the man who is there as our governor today and never can understand this social progress. They won't stay there very long for time and progress will remove them. They have had their say and they will pass out and so it is, too, with the insurance interests who want to keep control of that profit, the income from sightless men and armless women and widows and children, they will keep that profit. When social progress demands that they give it over to the state to operate so that we may cancel the profit and return a greater dividend not to the stockholders but to the injured men and women in industry. And so liberal and decent employers will be on your side. Employers now are becoming more decent, not by their own willfulness, but by the power and the progress of Labor bringing them over to our side.

It is not socialism for the state of Massachusetts to collect premiums, to give to an injured worker any more than it is socialism to collect premiums to give to unemployed workers or to the aged or to the blind or to the children. So that argument is over, but there is only one thing left and that is really important because if you realize that if you will fight this battle, form your committees and educate the voters of this Commonwealth, we will be diverting a tremendous sum of money that is now placed into the coffers of these insurance companies back to the rightful people to whom it belongs. You can't show me in this Commonwealth one employer of labor who will not support his injured employee. They pay the premium established by the rate board and when one of their workers is injured the hope and aspiration of that employer is that his worker will get every dollar belonging to him. When we tell that employer that if you agree with us, to take the operation of this fund out of private hands, I say the maimed and the injured and the widow and the children of our workers don't belong in private hands. They never had any right to keep in their private custody armless and legless and blind men injured. That is a duty of the state. You can call that socialism if you want to but it is the property of the state. That employer, if he knows that that injured worker instead of getting \$18 per week under our present system, will pay less premium to the State Fund and his injured worker will receive more weekly compensation it is simple enough and yet that is the fact.

Now one more observation and I will conclude. Let me say this is what you will get. I will take one insurance company, the Employers Liability Insurance Company. Seventy-eight per cent of the stock of that company is owned by British insurance interests. They employ, I will say, 900 workers in that big building, clerks, stenographers, typists, etc. All descriptions of insurance are written. If the State Fund becomes a law, out of the 900 employees in that great company, only 31 will lose their jobs because that is the number in that great institution that devote their activities to writing workmen's compensation. And I recommend it to the Legislature that the bill be provided to grant to these workers civil service privileges to transfer them from the insurance company to the state employ when the state takes it over. When they tell you that 900 workers in one company will be discharged you holler back that it is untrue for workmen's compensation is but a small part of the insurance industry and only a small group of workers are engaged in that particular department.

Labor cannot allow this bill to go by without a fight. Very few of us understood workmen's compensation. Very few of us understand the intricate methods of compensation. Very few of us know anything about it until we lose a hand or an eye or a leg or we know someone who has, then we know things are wrong. Last year in the state of Massachusetts, 450,000 workers were in one form or other associated with these injuries, some minor, some very substantial ones, but through the process of insurance adjusters the worker generally gets the worst of it. Let's transfer that profit. Let them give us back these injured workers and let us provide for them and let our employers pool that money into a State Fund to care for us when we are hurt the same as he is doing now, to care for us when he lays us off our job. And the same as he is doing now to give us a little security at home when we become 65 years old. That is in substance the fundamental philosophy of the State Insurance Fund, and I hope you make it your religious effort to keep up this fight and we are powerful enough in numbers to bring this about.

Delegate Reilly (Carpenters No. 40, Boston): Will someone kindly explain why we should advocate the unicameral form of government?

President Morrissey: For the benefit of the delegate from the carpenters, there was an omission in the committee's report on the Report of the Secretary-Treasurer-Legislative Agent. Delegate Pearlstein called to the attention of the delegates the unicameral system of government. I don't know whether the delegate was present or not, but it was very thoroughly described by Secretary Taylor.

Delegate Conley (Bartenders and Hotel Employees No. 34, Boston): To this question of old age assistance, in all my attendance at these conventions I have yet to hear any of the big labor leaders make any effort to try and fight for the old age question. The only man I heard talk on that is Robert J. Watt this morning and I put the question to him if that was going to be put up in Washington and made a national pension and he said, "yes, it has to go through and will be made a pension in a short while." I think this body is strong enough as John Kearney said. They promise everything but the day after election they look the other way and walk on the other side of the street. It is up to this strong labor movement to tell them that they must take care of the aged and see that we get the paltry \$5 increase as we are entitled to it and if not we will come down and defeat them next year. I say when they take the bread and butter from me and others in my district I don't forget it. They are miserable and always have been. One in my district particularly has been there for 16 years and has never been any good. He never went through with what we did. What does he think of people who are hungry and want a place to sleep? Old women who have nothing but 10 cents worth of cat meat or going up three flights of stairs to an attic. What we should do is to watch out for those people, the poor people and go down and make that Senate come across and if not make them say yes or no.

Secretary Taylor: Replying to the last speaker I would remind him that it was the Massachusetts State Federation of Labor that sought a special session of the Legislature last year when the General Court was not in session, for the reason that we wanted to look after the aged people. We wanted to call the

lawmakers together so that we might raise the amount from \$28 to \$40 per month. There is an act now pending before the Legislature providing for a \$40 minimum which was sponsored by this organization and was filed as a petition of the Massachusetts State Federation of Labor.

The motion then was adopted.

Delegate Velleman, chairman of the Committee on Constitution, reported as follows:

To the Officers and Delegates to the Fifty-sixth Convention of the Massachusetts Federation of Labor:

Greetings: Your Committee on Constitution had before it a matter referred to them by the Executive Council pertaining to representation of affiliated Unions. This matter was contained in a resolution presented at the 55th convention and referred to them for study and consideration. Their recommendation is contained on page 46 of the Joint Report and reads as follows:

"It is the recommendation of the Executive Council that no change be made in the constitution with respect to amending the section dealing with representation at annual conventions."

Your committee after careful consideration desires to sustain the findings of the Executive Council.

There were no recommendations submitted to us for any changes in the Constitution at this convention and the committee did not feel that any changes were at this time necessary. We therefore recommend that the Constitution as now in force be maintained without any changes.

Respectfully submitted,

AARON VELLEMAN
JOHN MCANULTY
FREEMAN M. SALTUS
EDWARD I. KELLEY
S. P. JASON
JOHN F. O'NEILL
JOSEPH STEFANI
HENRY E. KELLEHER
PAUL MIKONIS
WILLIAM J. MONTGOMERY
ANTHONY J. DEANDRADE
MICHAEL H. MAHON
EDWARD F. HURLEY
HUBERT CONNOR
DAVID P. MCSWEENEY
GRAHAM C. MALLOCH
THOMAS E. RYAN
ANDREW DAMBROSIO

Delegate Velleman moved the report of the committee be adopted.

The motion was adopted.

Delegate Kearney (Bartenders and Hotel Employees No. 34, Boston): I would like to ask Chairman Pearlstein of the Committee on Secretary-Treasurer-Legislative Agent if he included anything in his report relating to the establishment of advertising publicity, newspapers, journals or anything of that kind.

Secretary Taylor: I presume the reason for not including that was because, primarily, the report is on legislation. I think in another portion of the Officers' Report there may be matters touching upon the general subjects that Delegate Kearney refers to and also there are resolutions, or may be, dealing with the subjects.

Delegate Sidd, Chairman of the Committee on Union Labels, Buttons and

Shop Cards, reported for the committee as follows:

RESOLUTION No. 11

UNION LABEL HATS AND CAPS

Whereas, The union label in your wearing apparel is a protection against foreign inferior and non-union products, and

Whereas, During the past sixty years the union label has been placed in union-made caps and hats, and

Whereas, During the present year the union label is being placed in union-made hats for women and children; therefore, be it

Resolved, That when buying any article of headwear for men, women and children we pledge ourselves to buy such merchandise as contain the union label of the United Hatters, Cap and Millinery Workers Union.

[Submitted by Delegate Charles Morris, Hatters No. 65, Boston.]

The committee recommended concurrence.

Delegate Sidd moved the recommendation of the committee be adopted.

Delegate Morris (Hatters No. 65, Boston): The resolution just read states that for the past 60 years organized hatters in this country have used their union label in order to distinguish the union-made hat from the one made by foreign labor or under non-union conditions. For the last 50 years the cap makers of this country have also used the union label under the same conditions. We have now come to the period where we are extending the use of our union label and it is the label of the United Hatters, Cap and Millinery Workers of America to women's and children's hats. We come to you again, as we have in the past, and ask that when you make a purchase of a hat, whether it is for a man, a boy, a woman or a child to see that you get an article that bears the union label. The hatters organization, since we merged with the cap and millinery workers organization have made considerable success, particularly in Massachusetts. We have five or six union shops making women's millinery located in some of the different towns of the state—Framingham, Milford, Holyoke and one or two other towns. Also we have men's hat factories throughout the state and also cap factories here in Boston and Amesbury and other parts that have been recently organized, and while they are under agreement with the international organization some of them do not use the union label and in order to get them to use it we ask the support of the union label to impress these manufacturers, so that they will be in a position to sew the union label onto the goods because of the demand from our members and friends.

We have what is known as runaway shops that have been located in different sections, particularly some which had been in New York City under organization for many years, but in order to get away from the organizations they have moved into small cities. We are gradually overcoming that obstacle and through the efforts of our international organization and other organizations and through the orders of the NLRB we are making considerable progress in doing away with such conditions. So I ask you again when you go to purchase any headgear that you will ask for the products bearing the union label of the United Hatters, Cap and Millinery Workers of America.

The motion was then adopted.

RESOLUTION No. 15

UNION LABEL LEAGUES AND WOMEN'S AUXILIARIES

Whereas, America cannot give adequate support to its huge defense program unless we maintain economic stability and internal prosperity at home, and

Whereas, Increased purchasing power is the best solution of economic depressions and periodic unemployment, and

Whereas, The chief source of consumer buying is the pay envelope of American workers, and

Whereas, Union-earned wages, obtained through collective bargaining, serve a two-fold purpose when directed in the channel of collective buying of union label goods and the use of union services; therefore, be it

Resolved, That the Massachusetts State Federation of Labor do its utmost to urge all members of labor unions, their families and friends to demand the union label, shop card and service button—the emblems of decent wages, hours and working conditions, and be it further

Resolved, That we urge the formation of union label leagues in every city and town in Massachusetts, and be it further

Resolved, That we encourage the organization of women's auxiliaries to all local unions and city central bodies in the state of Massachusetts.

[Submitted by Delegate Nathan Sidd, United Garment Workers No. 1, Boston.]

The committee recommended concurrence.

Delegate Sidd moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 29

PATRONIZE UNION BARBERS AND BEAUTICIANS

Whereas, The union shop card, the emblem of the Journeymen Barbers' International Union of America, like every other union label, card and button is the badge of honor of organized workers, and

Whereas, Like every other union label, card and button the barbers' union shop card and the beauticians' union shop card represent the highest standard of workmanship, sanitary conditions and the condemnation of child labor exploitation and other forms of chiseling; therefore, be it

Resolved, That the 56th annual Convention of the Massachusetts State Federation of Labor, assembled at Boston, goes on record as endorsing the union shop card of the Barbers' and Beauticians' Union, urging members of organized labor and their friends, for their own protection and welfare, to patronize only barber shops and beauty parlors which display the union shop card of the Journeymen Barbers' International Union of America.

[Submitted by Delegates Thomas Chapman, Barbers No. 284, Fitchburg; Eugene J. Cicone, Barbers No. 238, Brockton; Sylvio H. Leblanc, Central Labor Union, New Bedford, and Dorothy G. Webster, Beauticians No. 1021A, Pittsfield.]

The committee recommended concurrence.

Delegate Sidd moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 31

PATRONIZE UNION LABEL OF UNITED GARMENT WORKERS OF AMERICA

Whereas, The union label of the American Federation of Labor has always been a great help in bettering the economic condition of the workers, and

Whereas, It is important that all workers make it their most important business to demand the union label of the American Federation of Labor, and

Whereas, In the past few years there have been attempts made by organizations not affiliated with the American Federation of Labor to foist on members of the American Federation of Labor which are not recognized by the American Federation of Labor, and

Whereas, The United Garment Workers of America affiliated with the American Federation of Labor for the past fifty years have had to fight that condition; therefore, be it

Resolved, That when purchasing men's clothing, work clothes, shirts, ties and other men's wearing apparel be sure the label reads United Garment Workers of America affiliated with the American Federation of Labor and with clasped hands in the center.

[Submitted by Delegates Nathan Sidd, United Garment Workers No. 1, Boston and Thomas Healy, United Garment Workers No. 163, Boston.]

The committee recommended concurrence.

Delegate Sidd moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 42

SUPPORT OF ALLIED PRINTING TRADES COUNCIL LABEL

Whereas, The Allied Printing Trades Council union label is the only union label on printed matter recognized by the American Federation of Labor, and

Whereas, The Allied Printing Trades Council union label guarantees that workers engaged in production of printed matter bearing same are in contractual agreement with their employers, and

Whereas, Workers engaged in these shops enjoy fair wages, hours and working conditions; therefore, be it

Resolved, That this, the 56th annual Convention of the Massachusetts State Federation of Labor, call upon members and friends of organized labor to support the union label of the Allied Printing Trades Council and to insist upon same on all printed matter of those whom they patronize.

[Submitted by Delegates Martin J. Casey, Electrotypers No. 11, Boston; Anthony J. De-Andrade, Paper Handlers, Plate Boys and Press Clerks No. 21, Boston; Walter F. McLaughlin, Pressmen No. 18, Boston; Daniel E. Duane, Central Labor Union, Norwood; John Connolly, Bookbinders No. 176, Norwood; Joseph A. Dart, Pressmen No. 85, Springfield; George W. Lansing, William J. Harris and Stephen W. Fardy, Newspaper Pressmen No. 3, Boston; Edward T. Gav. Pressmen No. 67, Boston, and John H. Coughlin, Stereotypers No. 2, Boston.]

The committee recommended concurrence.

Delegate Sidd moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 50

CONDEMNATION OF "DONATED" POLITICAL SIGNS AND POSTERS

Whereas, Members of Sign Writers Union, Local 391, affiliated with the International Brotherhood of Painters, Decorators and Paperhangers, are engaged in the painting and lettering of signs of a political and industrial nature, etc., and

Whereas, Members of this organization who have been employed in this work for over 40 years are entitled to this work as this is their only means of obtaining employment and a livelihood, and

Whereas, Many political signs are painted or lettered by individuals and marked "donated" in place of having this work performed by members of Local 391; therefore, be it

Resolved, That the delegates to the 56th annual Convention of the Massachusetts State Federation of Labor condemn the use of such "donated" signs, and be it further

Resolved, That we stress every effort to see that all signs when painted or lettered bear the union label of the International Brotherhood of Painters, Decorators and Paperhangers.

[Submitted by Delegates Arthur Lamplough, Sign Writers No. 391, Boston; James A. McDonald, Iron Workers No. 7, Boston; Hubert Connor, Lathers No. 72, Boston, and Edward F. Hurley, Roofers No. 33, Boston.]

The committee recommended concurrence.

Delegate Sidd moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 51

ORGANIZATION OF THEATRES OPERATED BY E. M. LOEW OF BOSTON

Whereas, Most of the moving picture theatres in New England are employing members affiliated with the American Federation of Labor, and

Whereas, The International Association of Theatrical Stage Employees, Musicians and Stage Hands Unions, have tried for a long time to unionize all of the theatres owned or controlled by E. M. Loew of Boston, and

Whereas, Recent attempts to secure a conference for the purpose of collective bargaining with Mr. E. M. Loew and his managers have only met with silence on the part of the employer, and

Whereas, The above unions are about to start an active organizing campaign to secure an agreement regulating hours, wages and working conditions at the following theatres: Regent Theatre, Arlington; National Theatre, Boston; Olympia Theatre, Worcester; Family Theatre, Worcester; Strand Theatre, New Bedford; Ware Theatre, Beverly; Lancaster Theatre, Boston; Ideal Theatre, Roxbury; Capitol Theatre, Lynn; Dorchester Theatre, Dorchester; Davis Square Theatre, Somerville; Watertown Theatre, Watertown; Gayety Theatre, Boston; Hollis Theatre, Framingham and Winchester Theatre, Winchester; therefore, be it

Resolved. By the Massachusetts State Federation of Labor in Convention assembled that we call upon all affiliated local unions throughout the commonwealth to render every possible assistance to the Moving Picture Operators, Musicians and Stage Hands Unions in their

fight to organize the above theatres, and be it further

Resolved, That all affiliated locals and members are instructed to notify the general public, as far as lies in their power, that the above moving picture theatres do not employ people affiliated with the American Federation of Labor.

[Submitted by Delegates James F. Burke, Moving Picture Operators No. 182, Boston; Leo F. Barber, Central Labor Union, Lynn; Michael J. Casey, Stage Employees No. 53, Springfield; Walter Hazelhurst, Musicians No. 143, Worcester; C. I. Sowdon, Moving Picture Operators No. 245, Lynn; James J. O'Brien, Stage Hands No. 11, Boston, and Jack Hauser, Stage Employees No. 96, Worcester.]

The committee recommended concurrence.

Delegate Sidd moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 53

PATRONIZE FIRMS EMPLOYING UNION CASKET MAKERS

Whereas, At the 55th annual Convention of the Massachusetts State Federation of Labor, Local 21789 brought to the attention of the delegates here assembled that the National Casket Company, Inc., of Cambridge, Mass., and the Norris Eaton Company of Brighton, Mass., were organized, and

Whereas, Members of Local 21789 employed by these firms are still working short time, and

Whereas, We feel if organized labor patronized these firms as they should our members would be working full time; therefore, be it

Resolved, That the delegates here assembled again call it to the attention of their membership and request that they patronize these firms when the occasion arises, and be it further

Resolved, That due to the opposition of certain members of the undertaking profession, members of organized labor be certain that caskets purchased by them are really union made.

[Submitted by Delegates Howard H. Litchfield, Central Labor Union, Cambridge; John F. O'Neill, Electrical Workers No. 326, Lawrence; Jeremiah F. McCarthy, Teamsters No. 829, Boston; Michael J. Sullivan, Teamsters No. 68, Boston; William J. Ackerley, Federal Labor Union No. 22050, Cambridge; Frank S. Curtin, Central Labor Union, Cambridge; Francis B. McDonald, Casket Makers and Woodworkers No. 21789, Cambridge; Nate Hurwitz, Laundry Drivers No. 168, Boston; Charles A. Burns and John J. DelMonte, Teamsters No. 379, Boston; Betty Sklovitz, Ladies Garment Workers No. 291, Malden; L. F. McHugh, Teachers No. 431, Cambridge; Joseph Stefani, Cooks and Pastry Cooks No. 186, Boston; Charles A. Armstrong, John Loughlin and Charles Hanson, Teamsters No. 82, Boston; John J. Duffy, Teamsters No. 68, Boston; James J. Mahoney, Teamsters No. 203, Boston; John J. Havey, Electrical Workers No. B1006, Lawrence; Joseph J. Donovan, Federal Labor Union No. 21989, Cambridge, and John J. McNamara, Firemen and Oilers No. 3, Boston.]

The committee recommended concurrence.

Delegate Sidd moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 54

SUPPORT OF UNION CHAUFFEURS OF FUNERAL DIRECTORS

Whereas, Many of our international and local unions have insurance or funeral benefits, and

Whereas, Local union 21789 feels that this money should be spent union; therefore, be it

Resolved, That all local unions affiliated with the Massachusetts State Federation of Labor be requested to amend their laws stipulating that these benefits must be spent as far as possible on union-made products and to employ union drivers.

[Submitted by Delegates H. H. Litchfield and Frank S. Curtin, Central Labor Union, Cambridge; Jeremiah F. McCarthy, Teamsters No. 829, Boston; Michael J. Sullivan and John J. Duffy, Teamsters No. 68, Boston; Betty Sklovitz, Ladies Garment Workers No. 291, Malden; John J. McNamara, Firemen and Oilers No. 3, Boston; Charles A. Armstrong, John Loughlin and Charles Hanson, Teamsters No. 82, Boston; John J. Havey, Electrical Workers No. B1006, Lawrence; John F. O'Neill, Electrical Workers No. 326, Lawrence; Francis J. Mahoney, Teamsters No. 203, Boston; L. F. McHugh, Teachers No. 431, Cambridge, and Joseph J. Donovan, Federal Labor Union No. 21989, Cambridge.]

The committee recommended concurrence.

Delegate Sidd moved the recommendation of the committee be adopted.

The motion was adopted.

Delegate Sidd: Mr. Chairman, this is the final report of the committee on Union Labels and I move the adoption of the report of the committee as a whole.

The motion was adopted.

President Morrissey: The next speaker is one who has labored for many years and made it possible for a great many of us as representatives of a trade union to be here this afternoon. It has been my privilege to know him for a considerable number of years. His father before him was a pioneer in the labor movement. He is better than a chip off the old block, if that is possible. He has been affiliated with our organization for a long period of time. He has been recently granted the privilege—using his own words, a privilege, I know that is the way Frank would want me to put it—of once again being permitted to carry an active card after many years of absence from the teamsters movement due to a peculiar quirk in our constitution. After many years of service in the labor movement in Massachusetts he was elevated to the position of director of organization for the American Federation of Labor. There isn't any doubt in my mind and I am quite confident that the delegates will agree when I say that the services he has rendered are insurmountable. He has recently initiated a program that for the first time in my opinion will place the American Federation of Labor in a position to become competitive in so far as organizational activities are concerned with the dual organization. He eats, drinks and sleeps the labor movement. It is my privilege and pleasure at this time to introduce to you our former co-worker, Frank Fenton.

FRANK P. FENTON**(Director of Organization, American Federation of Labor)**

Mr. President, fellow and sister trade unionists—I want to take this opportunity of thanking the President and Secretary-Treasurer of the State Federation of Labor for the unusual services they have rendered to me from time to time during the last year. I want to take this opportunity to thank the Director of Organization, Regional Director John J. Murphy, and the organizers who are attached to his force. I want to thank the volunteer organizers and state federation of labor. Without their assistance throughout America we wouldn't have the trade union movement that we have today. I believe in the American Federation of Labor in spite of the opposition we have had to contend with and will report to this convention that we have 5,000,000 dues-paying members as distinguished from the opposition who never give that information out.

I sometimes wonder as I stated here, not only here but in many other parts of the country, if we recognize how serious the problem that Labor is confronted with today. I wonder sometimes if some of us don't become self-satisfied and complacent in the midst of one of the greatest crises in the history of our nation. It has been my job going all over this country to awaken labor organizations to their responsibilities. I wonder if you listened intently to the great speech that was made by Robert Watt this morning, the recommendations he made that we cannot wait until Washington or anyone else acts, but we should initiate the program not only to defend ourselves as a trade union organization but to defend trade unionism itself. I think it was Tom Paine that one time said, "These are days that try men's souls." These words are just as true today as they were when they were spoken. We have a lot in the trade union movement of ours who have been following for many years an appeasement policy with a dual organization, many of them have been almost entering into compacts and agreements with this dual organization. Many of them said, "Well they haven't affected us and why should we worry about them?" The time has come today when many of these organizations who were co-operating with them have found now that the same organization in spite of their organization is trying to swallow them up. To me there is very little distinction between the attitude of Hitler and the Chamberlain appeasement attitude. I like to call those trade unionists Chamberlains. Without a doubt they are trying to appease a movement that is determined to destroy our movement and I say to you that you ought to reflect and think about the great pioneers in this movement who sacrificed so much for you. You ought to think of the men that blazed the way and made it easy for many in here to organize into trade unions. But we forget it very easily sometimes. Then you have the other problem of Communism. I noticed that some speak in a rather conciliatory attitude because Russia has been attacked. To me, I follow the Daily Worker, I have it every day and just before Russia was engaged or attacked by the Nazis, the paper said in the left-hand column, the representative of the Seamen's Union said, he wants every person to mobilize in Yankee Stadium and hold a peace movement and to do everything they could do to destroy the national defense program of our government. In the middle of the page there was a state-

ment calling upon British Labor to lay down their arms and not to assist the monstrous imperialistic war mongers. And lo and behold, only a few days later it changed from an imperialistic war to that of a holy crusade. I say we must watch that movement very carefully because to me that is very significant, it points out the fact that there have not been very many sabotage strikes since Russia was attacked and it proves conclusively that they owe allegiance to a foreign power rather than to the stars and stripes. So we ought not to confuse ourselves, thinking that this is a popular thing to support. The only thought I have is that I hope they get sufficient support so that they can liquidate them and give Great Britain and possibly our country the opportunity to go over and reclaim the democracies that have been trampled on.

I want to talk for a moment about the strike problem. Everywhere in our country we have read in the newspapers criticizing the workers of America as being unpatriotic, as striking against national defense. We believe that the right to strike is an inherent right of free men. We believe that the right to work or not to work is wrapped up with liberty and with freedom. We believe that that right shall never be taken from us without a struggle because I think it was Abraham Lincoln who said, "Thank God we live in a country where the workers have the right to strike." It is the right to strike against an autocratic employer, and the American Federation of Labor will oppose and has constantly opposed only this last week much of this dangerous legislation. We have the Vinson bill for compulsory arbitration. Years ago that was tried and it failed in the state of Kansas. It was tried in New Zealand and failed. In the Dominion of Canada right now in spite of that legislation there have been more strikes than ever in the history of Canada. Any so-called cooling off period in my opinion fosters strikes. It makes unions take affirmative action when they would never have taken any action at all. And so they decide then and there to take a strike vote in order to protect themselves.

The strike of the Ford Company in Michigan, all they did was to give the 30 days' notice and after that they had one of the biggest strikes in the country. In Minnesota where they passed that law there were 10 or 15 unions giving notice to the state that they were going to strike. That kind of legislation will never help. What we want from our state and national governments is to inculcate more co-operation and not coercion or legislation of that type. I just point that out to show you that it is a fallacy for any state to try to, by compulsory arbitration, violate in my opinion the 13th amendment to the United States Constitution which says that involuntary servitude shall not happen in this country of ours. And on the cooling off system there are many phases that I have just indicated to you that demonstrates the fallacy of that.

What is wrong in my opinion in this country is the unwillingness of some large employers to accept in a genuine manner collective bargaining and collective agreements. A collective bargaining agreement means peace in the industry. It has within its provisions everything that some members of Congress want to establish by law. It has a cooling off period because most of our agreements have a 30 or 60 or 90-day notice clause. Most of our agreements carry with it arbitration and I could stand here for an hour and tell you of many splendid organizations represented here today, some have had no strikes for over

35 and some as high as 50 years. So where you find employers willing to accept collective bargaining you will find peace in the industry.

Now, I have just indicated that to show that we do not and will not stand for any curtailment of the right to strike. But on the other hand we must recognize the crisis that we are going through today. It is not the depression as some people think. It is not a recess. It is just as definite a change, not only in America but all over the world as the fall of the Roman Empire, as the Renaissance, as the political upheavals in England and the French revolutions in France. There are coming in this world, new ideals, ideals that are not new but have been spoken of by men in this trade union movement for the last 100 years. There is a definite change in the social life of our country and we say to the employers of our country that we are an American organization that we want to do everything with them, to co-operate to see that we keep in this country the democratic way of life.

The American Federation of Labor does not have to apologize to any organization or any governmental agency. We have been always loyal and patriotic to our government. We have more at stake than any other group because when terrorism visits any country the first group they destroy is the trade unions of the country. So that we want to help the British and their allies, and I say in defense industries that workers ought to extend every possible means within their power to see if they can't settle the strike amicably in the interest of national defense. That is our policy and we believe we have the machinery, not as adequate as Bob Watt said, but machinery sufficient to get justice for the workers in these various industries. We have lots of problems of employers who have defied the government. Bob Watt sat on a case only a short while ago where they defied the President of the United States, the Secretary of War's office and defied practically every agency in Washington in spite of the fact that these workers were certified under the National Labor Relations Act. The government was going to threaten to send the army in there. I say to the organized employers of this nation, that we don't want the army to go into their plants, we don't want bayonets put into the backs of the workers no matter where they are.

We say that the government must adequately set up machinery to take care of just that thing. I have talked to you in this rather serious vein because I have traveled all over the country and when I look at you men and women here and everywhere I go and find trade unionists of long years of experience and I look at the opposition camp and wonder why we don't go into this more fully. I heard one delegate here speak and say why don't we do something about it. We can't do it with talking, we have to co-ordinate to co-operate to build up a piece of machinery in this labor movement of ours that will make that possible. My message is that we ought to immediately set up organizing committees in every central labor union in the community and carry on meetings of business agents every day in the week. We ought to see that this is co-ordinated into effective machinery because if we don't realize it you and I will face a more serious situation in the coming years. I have started the movement in about four places in this country. In Kansas City it has been undertaken. Next week I am going to Philadelphia, and then in Cleveland where the building trades have asked for assistance for the mass-production workers in that locality be-

cause they are sensible enough to know if they don't protect these workers in mass production they will in time lose that work.

We have to solidify the movement in these localities. We have to do that to carry out the thoughts of Bob Watt because we don't believe Labor is getting the proper share either of the state or national government. We do not believe the national or state government should make personal appointments from particular people whom they like in the trade union movement because all they get is the person themselves, but when they represent an organization they get his service and they get the service of the organization, too. And we have been trying and we have been partially successful in getting more Labor representation in Washington on many of these committees.

I say to you these days are extremely serious. Many of the older men here know I have served and been with this movement since the last war and I was a youngster when I was a delegate to this Federation of Labor. We had many delegates who had good jobs at that time and when the depression came in 1921 and 1922 their unions and many powerful organizations weren't even able to pay their per capita tax. But they didn't have the problems of this country that these workers are going to face in the future. Because in the last war we trained infantry men, but this war is different, we are manufacturing materials that we never may have to use. After the last war we had two new industries, the automobile with the public garage in every back yard with building of roads, and God knows how much that automobile industry did for us. That was followed by the radio industry and that is why the impact was not as great after the last war as it will be after this one. We don't see anything in the horizon that is going to take the place of any of these industries, to take off the slack. We are faced by many who are greedy and selfish and who are trying to do everything they can to curtail the National Labor Relations Board. They are trying to do everything they can to curtail the benefits that are being paid to the workers, to curtail the support being given to the workers. They are trying to curtail housing for workers in this nation. They are doing everything they can to try to use the anti-trust laws and they are doing everything they can to cripple this great trade union movement of ours. We must organize ourselves to the occasion to protect these interests and the legislation that is national and state is taking the labor movement further away from its success or benefits.

It is the labor movement's job to see that they actually do participate in these jobs that are coming. If we don't, then I think we are going to realize the great mistake we have made. Sam Gompers once said, "What the government gives you, the government can take away from you." And unless we build a strong militant organization, organizations that are functional, we are going to suffer. In my opinion, in the years to come, we are going to see some of these people that Bob Watt said, telling us how to operate as a trade union movement. That isn't a dream. That has happened under many of the rotten decisions that were passed down by the National Labor Relations Board. And I say to you in the words that Bobby quoted this morning from Edmond Burke, "When the fight is for liberty and just put the horn to your mouth and blow the challenge and awake to conflict." I say to you, blow the challenge against the dual organization. I say blow the challenge and take active part in your

organization and help bring into your organization every unorganized worker. I want you to do everything you can and we will furnish organization assistance in every direction. And I say this challenge is a real one and unless we participate in it I don't know where we will end up. I venture to make this guess, that this is the most serious convention we have ever sat in.

It is a pleasure to be here and is also a pleasure to come home where I got my trade union education and I thank you very much for your patience.

Vice-President Hull: No one with but unionism in his heart could give such an inspiring address as Frank gave. I know the delegates assembled here when they go back to their homes will get out and try to repeat at least part of his address that there will be some results in organizing the workers.

Delegate Kelley submitted the following partial report for the Committee on Resolutions:

RESOLUTION No. 20

HOUGHTON MIFFLIN UNFAIR TO ALLIED PRINTING TRADES UNIONS

Whereas, Houghton Mifflin Company (The Riverside Press) of Cambridge, Mass., publishers of school, text books, dictionaries, classics and fiction, have consistently refused employment to members of the printing trades unions, and

Whereas, the Houghton Mifflin Company exploit their employees, fail to pay the prevailing rate of wages, and have repeatedly denied them right to organize as members of the printing trades unions, and

Whereas, The books manufactured by the Houghton Mifflin Company are sold throughout the country; therefore, be it

Resolved, That this 56th annual Convention of the Massachusetts State Federation of Labor does hereby place the Houghton Mifflin Company on the "We Don't Patronize List" until such time as the printing trades unions enter into agreements, and be it further

Resolved, That the school boards and buyers of books be notified that Houghton Mifflin Company (The Riverside Press) is unfair to organized labor.

[Submitted by Delegates John J. Connolly, Bookbinders No. 176, Norwood; Martin J. Casey, Electrotypers No. 11, Boston; Anthony J. DeAndrade, Paper Handlers, Press Clerks and Plate Boys No. 21, Boston; Joseph A. Dart, Pressmen No. 85, Springfield; George W. Lansing, Newspaper Pressmen No. 3, Boston, and Daniel Duane, Central Labor Union, Norwood.]

The committee recommended concurrence.

Delegate Kelley moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 21

CONDEMNATION OF CHARLES F. HURLEY

Whereas, During the winter of 1940 and 1941 Mr. Charles F. Hurley, former Governor and State Treasurer of the Commonwealth of Massachusetts, was financially interested in the erection of an apartment building located at Ware St., Cambridge, Mass. In the construction of this apartment building Mr. Hurley awarded contracts and sub-contracts to non-

union employers; this job was declared non-union and picketed by the Building and Construction Trades Council of the Metropolitan District, and

Whereas, During the process of construction committees representing the Cambridge Central Labor Union and the Building and Construction Trades Council of the Metropolitan District had several conferences with Mr. Hurley regarding his attitude towards organized labor. Mr. Hurley stated that he was ignorant of the labor policy of the contractors when he awarded contracts for the Ware St. job, and he was "powerless to make a change from non-union to a union basis," but he informed the committee "that he was going to build another apartment house in Cambridge and that he pledged that this job would be operated on a union basis," and

Whereas, We now find that the same non-union contractor who erected the Ware St. job for Mr. Hurley has started building another apartment building at the corner of Highland Ave. and Broadway, Cambridge. This new job is operating non-union and upon investigation it has been found that Mr. Charles F. Hurley is financially interested in this building. We have reminded Mr. Hurley of his pledge to operate union but to date we have had no direct replies from Mr. Hurley; therefore, we are forced to the conclusion that Mr. Hurley has deliberately broken his pledge to operate union and should be classified as being unfair and unfriendly to organized labor; therefore, be it

Resolved, That delegates to this 56th Convention be recorded as condemning Charles F. Hurley because of his anti-union attitude and that they inform their respective unions and friends of the circumstances surrounding Mr. Charles F. Hurley's operations.

[Submitted by Delegates Francis O'Toole, Plasterers No. 10, Boston; Peter A. Reilly, Carpenters No. 40, Boston; William J. Doyle, Electricians No. 103, Boston; John F. Cummings, Engineers No. 4, Boston; Alfred Ellis, Jr. and James E. Brooks, Sheet Metal Workers No. 17, Boston; Edward F. Hurley, Roofers No. 33, Boston; E. A. Johnson, Asbestos Workers No. 6, Boston; Charles A. Burns and John DelMonte, Teamsters No. 379, Boston; Frank J. Thorne and Daniel H. Kearney, Carpenters No. 51, Boston; Howard H. Litchfield and Frank S. Curtin, Central Labor Union, Cambridge; Timothy A. Callahan, Plumbers No. 12, Boston; Thomas Kelley, Steamfitters No. 537, Boston, and Hubert Connor, Lathers No. 72, Boston.]

The committee recommended concurrence.

Delegate Kelley moved the recommendation of the committee be adopted.

Delegate DelMonte (Teamsters No. 379, Boston): Mr. Chairman and delegates—On Resolution No. 21 I would like to say a few words. Like all other resolutions it has been read, concurrence has been recommended and I imagine that it will go the way of all other resolutions. I just couldn't sit here and listen to the resolution being read without making some comment. I don't think that the individual whose name appears in the resolution has had the amount of publicity that should go with this resolution.

The Building Trades Council, with which my organization is affiliated, declared a strike on this Ware Street job. Naturally, Local 379 has in its membership all the building material chauffeurs and was called to assist and support the building trades in their fight to try and organize the Ware Street job.

Well, we went about it in the usual manner, tried to sit down and talk with the contractors but we had no success. Then we put picket lines there and we were told by the residents of Cambridge that that job, the property, the building and all the rights belonged to our ex-governor, Charles F. Hurley. So we tried to see Charles Hurley. He denied that he had anything to do with the building. But to land and behold, every night about 11:30 o'clock Charlie Hurley with his great big bodyguard who was a state trooper while he was in the State House used to come over and look over the property.

Well, I imagine in this country a man has a right to do what he sees fit or whatever he thinks is right. He can build non-union if he wishes and union if he desires. I heard him in this body at Worcester when he addressed the convention say he held a trade union card. Then why didn't he tell us the truth and get a meeting and see what we could do. But he didn't do that. He got there when he thought no one was watching him. They then put up a sign "Agent, John J. Connolly." We found out later it was his father-in-law. We did everything we could to halt the erection of that apartment house. The contractors employed scabs and we followed the trucks and talked to the people who sent this material and prevail upon them not to give any material to anyone but trucks operated by union men.

One morning I was on the job and three truck loads of lumber and drivers were there with buttons, members of our union, and I walked up to them and told them they shouldn't deliver the material as I didn't think it was the right thing to do and that the job was non-union and also that they might be brought up on charges and they should recognize the picket line. Very soon five of the stooges who were hired either by Hurley or Berger or Fisher jumped on me. I was handling two of them very successfully when all of a sudden two men held me while the other two went to work on me. I have lost 47 per cent of the vision of my right eye as a result of that.

After that I was walking down the street to get my car and I was approached by two policemen of Cambridge. They stopped me and they were going to arrest me for assault and battery. They told me to report to the clerk of court's office. I thought then by looking at him and still think now he is a very fair man. I faced a gathering of attorneys and later found out that one of them was Governor Hurley's legal adviser in so far as real estate is concerned. In Hurley's city five men had beaten me up—a bum eye and leg, cuts and bruises all over my body and the clerk decided that three warrants would be issued against them and none against me. I figured I had won at least 50 per cent of the battle. Later I was called in and Hurley's stooge, Berger, was being represented by the learned Assistant Attorney-General, Volpe. I was told I would have to pay \$500. I decided finally I would need an attorney so I got Billy Ginsburg and they were all found guilty.

Then we were successful in getting an audience with the great Hurley. He brought us out to his office on Commonwealth Avenue which is second to none in this country. I can't even describe it—mahogany chairs and tables. He brought in two stenographers—everything said was going to be recorded. I didn't care, I was going to tell them what I thought of them. Incidentally I did call them "pudding heads" once or twice. They have elaborated on that name since then and someone has called them "chowder heads"

but I think too much of good old New England chowder to use that name on them. They sat down and listened and then turned around and agreed that in the future Hurley would see to it that whatever work he had, whether he was the straw as he called it for the real estate or not he would operate under union conditions. So we believe him. I did, the committee did and I was only a member of the committee and in a small minority. Harry Joel and Howard Litchfield were instrumental in getting this committee together. The building was built and they agreed they should have open shop to finish it and we said either you take it all union or no union and it was finished non-union.

Since then I understand some of the politicians there got into a jam. One is in the shadow of a prison sentence now. He at one time tried to put up an apartment house in Cambridge but was only successful in getting the foundation. Hurley, Inc., went to build another apartment house. They made an agreement with this fellow and it was at the corner of Highland avenue and Broadway. They are putting up another apartment house now and the same foreman, the same reptiles, are supervising the job. The Bricklayers Union could make peace with him tomorrow if he was a citizen. He is an alien and their constitution doesn't allow it. Anyone who is half American isn't out of a job. Those are the kind of people who are working there. If you can count above 10 they don't want you on the job because twice, I believe, the office of the Commissioner of Labor has received complaints of violations of payroll, of unemployment compensation, of social security violations.

In Brookline one or two people died as a result of faulty staging and nothing was ever done about it. The building trades and any union official has a tough time to deal with a setup like that. In other words, Hurley is the business agent for this non-union enterprise. Where they got him I don't know.

Things like that should be brought out and people should talk about them because if he can use his stooges to do things like that then perhaps we ought to get some stooges ourselves. I understand he has ambition to run for secretary of state. I hope he does. I remember well the day after the fight when Litchfield, Graves and I went to the house of the mayor of Cambridge in the afternoon about 1:30 and his wife said, "Mr. Lyons is in bed and doesn't want to be disturbed so early." We came back and he came down with his smoking jacket on. He talked to us and said, "There is the door boys, I have nothing to do about it." We told him we would wage a campaign against Hurley. He told us he hated Hurley as much as we did. Had I known there was insurrection among themselves we would have been on the air regarding this. They come here to us. They may not come, but if they do and we do not tell these stories they are still elected to office. I hope that before this resolution goes through there are a lot of delegates who know some things about this particular gentleman and what he has done and I hope they will pass the word along that he is non-union, never was union and if he has a card, even if it is an honorary card, it is a counterfeit in my estimation and it isn't real.

Delegate Litchfield (Cambridge Central Labor Union): I wish to bear out the remarks of the previous speaker and also say before this convention that in my estimation this is the first and only black eye to the labor movement we have had in the labor

movement in Cambridge in the past three years. We resent this black eye and we will do anything to wipe it out and we would go as far, if this convention desires, to even picket Charles Hurley's house to show them up and get the publicity that should be given him as notoriously non-union.

At the conference, as has been stated, he openly agreed that all future buildings he had anything to do with would be 100 per cent union. Berger also agreed to that statement. But I must say that two weeks ago when I approached Max Berger on this job that he said he never made such a statement and I told him he was a damn liar and I hope this convention will go all the way on this resolution.

Delegate O'Donnell (Teamsters No. 25, Boston): I hope when this resolution is passed that we are not going to have a repetition, in case the gentleman desires to run for public office, of what we had in the last governorship fight. We had a sorry spectacle last year. I wonder if the trade unionists are going to be sincere and live up to their obligations of electing their friends and defeating their enemies and I sincerely hope that when you do adopt this resolution that there should be some penalty put on an individual that holds a membership in a local union who goes out and enters the campaign with Charles Hurley because there is no individual, Mr. Chairman, in the labor movement bigger than the local union he belongs to. You had a fair example of the last election. Don't let it happen again. Saltonstall was told here, we spent a lot of your money going out and trying to defeat him and we were pretty nearly successful. But what do you find? You find delegates who sit in this convention out on his wagon. That isn't sincerity, it is not the trade unionism as I was taught it. It is everybody's fight in this campaign in case this individual runs for office and I hope and sincerely trust that the delegates will take it back to their local unions and tell them of the actions of this man and perhaps they will stop some of our members from going out and doing a job against the members of the Federation.

Delegate Kearney (Bartenders and Hotel Employees No. 34, Boston): I would dislike in this convention and I want to say, Mr. President, that it indicates the generosity, or the absence of generosity, of Labor when we do not hesitate to condemn a man whether he be Democrat or Republican. I wonder where the friends of Charles Hurley are in this convention? Some of those folks in Labor that he provided positions for? Have they forgotten him all of a sudden? There is silence, oh yes, maybe in that silence there is a little hypocrisy, too, for we are not dealing with Charles Hurley as Governor, we are dealing with him now as a contractor—two distinct individuals. We disposed of him as Governor so let's dispose of him as a contractor. And with copious tears from Litchfield of Cambridge, one black eye to the city of Cambridge! What about the black eye DelMonte got over there? Nobody mentioned his black eye which was a material and physical thing that some agents of Charles Hurley assaulted him and caused an impairment of his vision. You must not only wipe out the black eye in Cambridge, Brother Litchfield, but you have to wipe out the mob that was used by the Hurley Associates to assault one of our agents of one of our unions. Not only the vicious attempt to defeat our labor unions in the mainte-

nance of building trades standards of employment but vicious physical assaults upon union officers who were there to help maintain these standards that we stand for. We shall have to find Mr. Hurley guilty of being responsible for the employment of these persons who assaulted our representative.

Mr. President, I have deep sympathy for Charles F. Hurley. I deplore the lack of intelligence that man has. I visualized him as a great leader but I don't believe he ever had anything in the beginning and he demonstrated it many times as Governor of Massachusetts. Shall we condemn him forever? No. Labor doesn't do that. We hope that you won't condemn him as a politician and that you won't commence to nail his political future in a coffin of hopelessness. Oh, no, we ask Governor Hurley to be the man we thought he was and to welcome our workers into his apartment houses and take a right stand and if he does that he will restore himself into the good consciousness of our people but when you condemn a man you read him out forever. You don't leave the door open for him to come, and who wants to come into this labor movement if by this resolution you nail the door against him coming in?

I have reason to believe that Ex-Governor Hurley will be a candidate again for State Treasurer, a position he filled for the constitutional number of years he was allowed to hold the position. He doesn't want to come before the people of Massachusetts with a condemnation like this. Perhaps he won't be a candidate now but if he hates Labor as a man in his personal conduct he will defy Labor as a candidate. When that times comes we may use this against him but this is not the time. If my voice could reach Cambridge I would invite Hurley to come into our labor movement and sit with us and straighten this affair out. If he refuses to come, then not only as a contractor but as an aspirant for any suffrage that could be granted by our labor movement will be forever irrevocably denied to him. But I am not saying that we should do that. I wish there were two or three persons in this convention that would take the stand I am taking in appealing to Mr. Hurley to come and embrace his friends—come in here and embrace the friends who made him governor.

I was chairman of the Charles F. Hurley Labor Campaign Committee. I organized groups of labor men and women in Massachusetts to help him to become the Governor. I asked Governor Hurley not to forget that. Come on in here and sit down with your friends. Maybe we would get along much better and maybe those apartment houses will be so built that even when some of our workers reside in them they will feel more comfortable in the walls constructed by fair labor. That is what I would like to say on the resolution and I hope Hurley hears the voices of his friends.

Delegate DelMonte (Teamsters No. 379, Boston): I rise to a point of information. When the resolution was received and read there was action taken to invite Mr. Hurley to this convention. If they did that he hasn't shown up. John Kearney requests that he come here. My understanding was that they would send him a telegram and ask him to appear before the committee to discuss this matter.

Secretary Taylor: The delegates will be interested to know that a telegram was sent the evening of the original discussion. It went out on Monday evening, August 4th,

and was addressed to Charles F. Hurley, 276 Commonwealth Avenue, Boston. We have received no reply. It read as follows:

August 4, 1941

Charles F. Hurley
276 Commonwealth Avenue
Boston, Massachusetts

Massachusetts State Federation of Labor convention considering resolution re certain construction work being carried on by you under non-union conditions. Am instructed to invite you to appear before Committee on Resolutions in Hotel Bradford, Boston. If you see fit to accept kindly call undersigned who will make convenient appointment.

KENNETH I. TAYLOR,
Secretary-Treasurer

Delegate Curtin (Bricklayers No. 3, Boston): We talked with the bricklayers on that job and offered them the best of terms to come back into the union and the sub-contractor said he would sign up with us but then they said they would wait awhile. We find on this job Mr. Fisher doing the job, backed up by Hurley. He is going to Worcester and elsewhere to get his men. We must picket Hurley's house. We have done everything. We must take some definite action and I think we should amend the motion that we should picket the firms supplying the job and also C. F. Hurley's house.

The motion to concur in Resolution No. 21 was then adopted.

RESOLUTION No. 32

STATE FUND FOR WORKMEN'S COMPENSATION

Whereas, The Massachusetts State Federation of Labor is expending much time and effort in endeavoring to pass the State Fund for Workmen's Compensation; therefore be it

Resolved, That each and every delegate here assembled pledge himself or herself to the publication of necessary information to the voters of this state that we may bring success to this cause.

[Submitted by Delegate Austin E. Curtin, Bricklayers No. 3, Boston.]

The committee recommended concurrence.

Delegate Kelley moved the recommendation of the committee be adopted.

Delegate Curtin (Bricklayers No. 3, Boston): I would like to know if there is any recommendation as to the method to be used in informing the public or the voters as to the benefits derived for the working men. I would like to have the delegates take back the question of forming committees to go to the political campaign meetings and see this thing through. It might not mean much to you now, but if any of you went through what I did for four years—because of an accident on the job—then you would realize what it means. Go after your representatives and tackle them and I know you can get the support.

The motion was then adopted.

RESOLUTION No. 22

INPROPER PRACTICES OF ADVERTISING SOLICITORS

Whereas, The Lawrence Central Labor Union and many Lawrence locals pay per capita tax to the State Federation of Labor, and

Whereas, This fact entitles such bodies to a voice and vote in the affairs thereof, and protection and aid from the Federation, and

Whereas, Advertising solicitors many times attempt trickery with bodies and it behooves us to acquaint each other with the reputation of such unscrupulous solicitors, and

Whereas, One Mr. Butterworth and one Mr. Walker did solicit ads in the Lawrence district on a basis of a tie-in with the Lawrence Central Labor Union and the Worcester Labor News without authority from the Central Labor Union, and

Whereas, The Worcester Labor News and the solicitors gave no satisfaction for money they received under false pretenses, nor returned same to Lawrence Central Labor Union, and

Whereas, The Lawrence Central Labor Union was unable to secure advertisements for a year book from same advertisers because of this fact, and

Whereas, One Mr. Frederick Graves has also been a source of trouble to the Lawrence Central Labor Union; therefore, be it

Resolved, That the State Federation of Labor withdraw endorsement to the Worcester Labor News until satisfaction is granted to one of its member bodies, the Lawrence Central Labor Union, and be it further

Resolved, That the names of these men be sent to all locals so that a recurrence of this trickery and false-dealing may not take place.

[Submitted by Delegate John F. Wade, Central Labor Union, Lawrence.]

The committee recommended the resolution be referred to the incoming Executive Council.

Delegate Kelley moved the recommendation of the committee be adopted.

Delegate Wade (Lawrence Central Labor Union): I don't want the delegates to feel that we have anything against the contents of the Worcester Labor News. We have recognized it as a paper for Labor, but we are somewhat interested that solicitors for this paper are allowed in our city to solicit ads saying they were going to be inserted in the Lawrence Central Labor Union year book and the Worcester Labor News. They had no authority whatsoever to carry this out from our organization. You know the A. F. of L. had to prosecute people for doing this. The president of our central body who is a vice-president of this body contacted the publisher of this paper and was given evasive answers. They took money from Lawrence and when solicitors for our year book went out they were told they expected to see their space in both our year book and in the Labor News. We have tried to straighten this out but there has been no satisfaction given to us. I think the least this convention can do is to ask these individuals to give the Lawrence C. L. U. some satisfaction in order that the confidence in the paper shall continue.

Delegate Murphy (Hotel and Restaurant Employees No. 319, Lawrence): The matter of a year book is very often the medium through which central labor bodies become known and very often the medium through which they meet the financial obligations of their organization in any organization drive which they might put on. In Lawrence we have enjoyed for many years the publications of a very fine year book and in years past have always been successful in having revenue from this book tide us over in the central labor union because of the fact that

it goes without saying that the monies derived from per capita tax of the local unions is hardly adequate to carry on activities of any central body that wants to be progressive. I do not feel that this resolution should be referred to the incoming Executive Council.

We now are in the midst of soliciting our year book advertisements. Because of the fact that there are other solicitors in and about our city it has been necessary for our solicitors to call back our people as the others have accepted ads for our year book under false pretenses, we ask that the Lawrence Central Labor Union be given some sort of satisfaction. I believe it has been required by the State Federation to have solicitors coming in to their territories, to have them get the endorsement of the State Federation. I agree with the previous speaker that we in the Lawrence central body are entitled to some form of satisfaction here. We have but three weeks to get out our publication and if this is referred to the incoming Executive Council it will surely destroy some of the opportunities for us to get more advertisements for our year book. We feel these people should give us the reasons why they have come into our territory and held what we call a fraudulent drive without asking any permission of the Lawrence central labor and I feel something should be done.

Delegate Kelley: The members of the committee gave this resolution a good deal of thought. It was decided after a lengthy deliberation that the facts are not thoroughly known and that it would be best that it go to the incoming Executive Council of the State Federation where it could be gone into and this convention could not really adopt any other course of action at this time, feeling the Executive Council could investigate on the facts of the case and then take whatever action there is necessary. I think the brothers of the Lawrence Central Labor Union will receive every attention that the case merits from the incoming Executive Council.

Delegate O'Neil (Teamsters No. 477, Lawrence): As president of the Lawrence Central Labor Union I want to state we have had a lot of solicitors in Lawrence. Our central labor union in years gone by solicited books before I ever thought of being president and they had come to the central body and get the endorsement. We were ready and willing to go down the line with the Labor News but when they go out and solicit ads and speak for the paper and the year book we object to that dual work because that is something we are opposed to. I think it should be thrashed out right here.

Delegate Fleming (Holyoke Central Labor Union): This question of solicitation in the labor movement is an old one. A bunch of advertising pirates come into a city and solicit all kinds of advertising and get plenty of scab firms in their books and the organizations get but a small part of their money. I believe we ought to condemn all these advertising pirates, not only the State Branch but every central labor union ought to oppose it and refuse to have anything to do with such matters. They are worked on a percentage basis. The organizations get some part of it but large sums are solicited and received. Many solicit advertising from the worst opponents of organized labor. We don't want that kind of advertising. Every organization getting out books of that kind ought to support their own movement without resorting to such soliciting.

Delegate Velleman (Stenographers and Typists No. 14965, Boston): I rise, Mr. Chairman, to make a privilege motion. I move that the rules be suspended and that the session of the convention be extended to not later than 6 o'clock.

The motion was adopted.

Delegate O'Neil (Lawrence Central Labor Union): Brother Fleming talked about not being interested in taking funds from somebody soliciting for our book and that our organization should be big enough to take care of it. I want to say he should go around to the organizations. We do very well in the City of Lawrence on our book. We are quite interested. We don't want everybody coming in there and we have had them coming in going to work and soliciting advertising under false representation and we have had them tripped up and if we don't take care of them in our own locality then God help the labor movement if we let them continue.

Delegate Russell (Chairman, Committee on Resolutions): In a perfectly honest intent the Lawrence Central Labor Union entered a protest against an institution, the Worcester Labor Press. But the committee had no definite facts before it and we thought we should not condemn either the labor press or the unscrupulous solicitors until such time as we have ascertained the facts. Therefore your committee, in order to avoid any kind of unwarranted discussion at this time, recommended that this matter be referred to the officers of our organization who are by our motion instructed to make an investigation with power to act and I have confidence in our incoming Executive Council to express our attitude toward any kind of illicit activity of any group or individual that would break down the good name of organized labor. I think we are wasting time and if we referred to the incoming officers I am sure they will take the right steps.

Delegate Wade (Lawrence Central Labor Union): I think what Delegate Russell said is true. These things do happen quite frequently. That is why we brought it in here because we were unable to get any satisfactory meeting with the other side of this story.

Secretary Taylor: I think every delegate is in accord with the proposition of stamping out phoney solicitors and advertising. The State Federation of Labor has had the full co-operation, as you probably know, of the state police and the Attorney General in connection with such matters. It would be difficult to amend the motion to have the editor of this particular paper make restitution without first making the investigation. It seems to me if the resolution is to be sent to the Executive Council that the Council could listen to the gentlemen from Lawrence and from Worcester and then determine whether the paper has received money under false pretenses, and you know the Council has certain authority and can exercise it. And you know the Executive Council is very active in stamping out such solicitors. I hope the recommendation of the committee will be adopted and I am sure I speak for the members of the incoming Executive Council when I say the Lawrence delegate will be given every opportunity to submit and also listen to the evidence submitted by the other side and then the Council can do the right thing.

Delegate Murphy (Hotel and Restaurant Employees No. 319, Lawrence): In regard to this matter it seems to me that the editor

of this paper who is a delegate to this convention has remained silent on this issue. I know he is here and that he is fully conversant with this resolution. He knew it was to be entered and I find it very difficult to understand how it is that such an individual charged with something like this would refrain from coming in here and at least giving us an answer. It is our hope that we can get together with the other group and try to wind up this matter, but we have not had an opportunity to do this. If I were the accused I would come in and make answer to this charge. We have openly stated that these solicitors have come in and fraudulently solicited ads for our year book. It has also been told to us that he has been told that the ads had been given in some sort of a deal to the Worcester Labor News, an ad in the Worcester Labor News and the Lawrence C.L.U., a sort of dual deal. It is either a case that we have fraudulent advertisers in Lawrence and if we are wrong we will not even ask for any action here or whether it was a misunderstanding or what is the real story. We don't feel we should dilly dally with this for any Executive Council meetings and our year book will have been published. We say we want restitution here.

Delegate Kearney (Bartenders and Hotel Employees No. 34, Boston): I appeal to Lawrence to be fair. I don't like to disagree with such splendid trade unionists but I plead with you to be fair and decent to a man who has been 50 years in the labor movement, not to condemn him without a hearing. He is in Worcester tonight printing his paper. The paper is printed on Thursday and Friday. That is perhaps the reason he is not here. I don't think it is fair to condemn him without a hearing. Brother O'Neil, as president of the Lawrence Central Labor Union, is a member of the Executive Council. You will have more representation on the Council than Freeman Saltus will have. Are you afraid that the Council won't give you justice? Or do you want your pound of flesh in the absence of a man who for 50 years has been an exponent of what you stand for. I am going to vote "no" anyway because this is libel. I am not going to get into any libel suit. I am not going to say that two individuals are grafters. I am voting "no" and my delegates will vote "no" against this resolution. This isn't the way to do it. This is not fair play. Only recently the Worcester labor movement gave him a great testimonial and here in the last moment of this convention we are going to destroy 50 years of labor. Brother O'Neil and Brother Wade and Brother Murphy, that is not labor. I ask you to support your committee and let it be thrashed out in the Executive Council and if Freeman Saltus is wrong I am sure he will correct it.

Delegate O'Neil (Lawrence Central Labor Union): Kearney is far from being right when he says we are not acting in fair play. I talked with Freeman Saltus a half hour ago in front of the elevator and I told him it was coming up here. If he is in Worcester that is his hard luck. It is fair play as far as I am concerned and we are always above board and I want it understood that as far as the Central Labor Union in Lawrence is concerned it is always above board. The men have definitely gone out and solicited ads for the paper and the Lawrence C.L.U. book. I don't see where there is anything threatening on our part. We are ready and willing

to forgive and forget but when they start using us for footballs then we are going to do the kicking.

The vote being doubted, the motion to refer Resolution No. 22 to the incoming Executive Council was adopted by a standing vote, 64 to 36.

RESOLUTION No. 33

NON-UNION MILK PRODUCERS

Whereas, Milk Wagon Drivers Local Union 380 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers has attempted for many years to unionize such plants as H. P. Hood & Son, Noble Milk Company and White Brothers, and Whereas, Their efforts have always met with failure due to the extreme opposition of the above mentioned firms, and

Whereas, There are many reliable fair firms under the jurisdiction of Milk Wagon Drivers Local Union 380 employing members of said organization, paying the prevailing rate of wages and giving American standards of conditions, and

Whereas, It is a fundamental principle of organized labor to patronize union labels, shop cards and buttons in an effort to help maintain the conditions established; therefore, be it

Resolved, That we request the Massachusetts State Federation of Labor in annual Convention assembled to make known to all affiliated organizations those firms which are unfair to the members of Milk Wagon Drivers Local 380, namely the H. P. Hood & Sons Company, the Noble Milk Company and the White Brothers Company, and be it further

Resolved, That members of organized labor and their friends be requested to patronize only such dairy and milk firms which are fair to Milk Wagon Drivers Local Union 380.

[Submitted by Delegates Mathew J. Maloney, Joseph P. Lane, Albert Zarella, George V. Byrnes and E. Peckham, Milk Wagon Drivers No. 380, Boston; Nate Hurwitz and P. H. Jennings, Laundry Drivers No. 168, Boston; John J. DelMonte and Charles A. Burns, Teamsters No. 379, Boston; Walter Cenerazzo, Blacksmiths and Helpers No. 105, Boston; Andrew Dambrosio, William J. Geswell, Michael J. O'Donnell and John J. Buckley, Teamsters No. 25, Boston; William Baker, Carpenters No. 831, Arlington; John H. Loughlin, Charles F. Hanson and Charles A. Armstrong, Furniture Movers No. 82, Boston; Charles H. Clark and Vernal E. Stone, Taxicab Drivers No. 496, Boston; Joseph Stefani and Nora Brady, Cooks and Pastry Cooks No. 186, Boston, and John J. Duffy, Teamsters No. 68, Boston.]

The committee recommended concurrence.

Delegate Kelley moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 34

ENDORSEMENT OF FEDERAL APPRENTICESHIP COMMITTEE PROGRAM

Whereas, The officers and delegates to previous Conventions of the Massachusetts State Federation of Labor have endorsed the program of apprentice training as recommended by the Federal Committee on Apprenticeship in

conjunction with the officers of international unions, and

Whereas, Many international unions have adopted national standards of apprenticeship in conjunction with national employer groups, and

Whereas, The trend of the times because of our national emergency and the need for skilled mechanics in the many crafts and trades creates a fertile field for those who would dilute the skill of our mechanics; therefore, be it

Resolved, That this Convention go on record to reaffirm its previous endorsement of the apprentice training program as recommended by the Federal Committee on Apprenticeship, and be it further

Resolved, That every effort be expended in the interest of legislation in behalf of bona fide apprentice training, to the end that the skill which has been the life blood of our skilled mechanics in all crafts, shall withstand the onslaughts of those who would attempt to dilute the skills of our craftsmen.

[Submitted by Delegates Patrick W. Harrington, Bricklayers No. 1, Springfield; Leon H. Manser, Carpenters No. 177, Springfield; Thomas F. Kelly, Steamfitters No. 537, Boston, and Finton J. Kelly, Pattern Makers Association, Springfield.]

The committee recommended concurrence.

Delegate Kelley moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 36

ASSISTANT TO DRIVER ON TRUCKS OPERATING IN CONGESTED AREAS

Whereas, Difficulty is entailed in the operation of delivering and pick-up of general freight in congested areas from a motor vehicle by the individual operator, and

Whereas, The safety of the public is involved in this situation, and

Whereas, The responsibility is placed upon the individual operator, and

Whereas, The loss of the operator's license, and the jeopardizing of his livelihood exists, if involved in two backup accidents; therefore, be it

Resolved, That the safety of the public, and the protection of the operator necessitates a provision for an additional man on any motor vehicle of five tons or over, including semi-trailer units, in the delivering and pick-up of general freight in any congested area.

[Submitted by Teamsters No. 25, Boston.]

The committee recommended concurrence.

Delegate Kelley moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 41

R. R. DONNELLY CO. UNFAIR TO ALLIED PRINTING TRADES

Whereas, The Chicago Allied Printing Trades Council is engaged in a vigorous campaign against the R. R. Donnelly Company, printers of Life, Time and other magazines with nation-wide circulation, and

Whereas, The R. R. Donnelly Company of Chicago has for many years been regarded by the Chicago Allied Printing Trades Unions as notoriously unfair, and

Whereas, All possible efforts have been made to unionize the printing plant of that company without success; therefore, be it

Resolved, That this Convention of the Massachusetts State Federation of Labor endorse the campaign carried on by the Chicago Allied Printing Trades Council and that our members be requested not to purchase the above-named and other publications printed by the R. R. Donnelly Company until such time as these are printed under union conditions.

[Submitted by Delegates John Connolly, Bookbinders No. 176, Norwood; Martin J. Casey, Electrotypers No. 11, Boston; Anthony J. DeAndrade, Paper Handlers, Plate Boys and Press Clerks No. 21, Boston; W. F. McLaughlin, Pressmen No. 18, Boston; Joseph A. Dart, Pressmen No. 85, Springfield; George W. Lansing, William J. Harris and Stephen W. Fardy, Newspaper Pressmen No. 3, Boston; Daniel Duane, Central Labor Union, Norwood; Edward T. Gay, Pressmen No. 67, Boston, and John H. Coughlin, Stereotypers No. 2, Boston.]

The committee recommended concurrence.

Delegate Kelley moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 47

CONTINUED EMPLOYMENT FOR WORKERS IN NON-DEFENSE INDUSTRIES

Whereas, In this period of national defense, some non-defense industries are being closed down, and

Whereas, Workers in these industries are being thrown out of employment; therefore, be it

Resolved, That this Convention go on record in favor of keeping workers employed in non-defense industries as well as those essential to national defense.

[Submitted by Delegates Bertram W. Kohl, Central Labor Union, Boston; W. F. McLaughlin, Press Assistants No. 18, Boston; Edward T. Gay, Pressmen No. 67, Boston; William Barnes, Sprinkler Fitters No. 669, Boston; Martin J. Casey, Electrotypers No. 11, Boston, and William J. Harris and Stephen W. Fardy, Newspaper Pressmen No. 3, Boston.]

The committee recommended concurrence.

Delegate Kelley moved the recommendation of the committee be adopted.

The motion was adopted.

Delegate Russell (Chairman, Committee on Resolutions): I refer you to Resolutions 1, 2 and 3. No. 1 is with respect to an increase in wages; No. 2 deals with the 40-hour week, and No. 3 asks that a campaign be started among unorganized employees in the City of Boston on civil service.

Your committee is of the opinion that Resolution 3 is far more important and should receive much more consideration than Resolutions 1 and 2. Provided that we can secure an interest and affiliation of the city employees of the City of Boston, increased wages and shorter hours are possible, and until such time as they are trade unionists I am of the opinion, and the committee is likewise, that they should not receive too much consideration. Therefore we are sub-

stituting Resolution No. 3 for Nos. 1 and 2, and adding a further whereas, as follows:

"Whereas, When they are affiliated with the American Federation of Labor their opportunities to secure higher wages and shorter hours will be made possible:"

The committee recommended that Resolution No. 3, as amended, be substituted for Resolutions 1 and 2, and that Resolution No. 3 be adopted.

Delegate Russell moved the recommendation of the committee be adopted.

Delegate Morse (Bridge Tenders No. 86, Boston): Do I understand you are throwing out Resolutions 1 and 2 altogether?

Delegate Russell: We are adding the contents of Resolutions 1 and 2 to Resolution No. 3.

Delegate Morse: One of the reasons I think for not having these affiliations is just the report of the committee. We go to these people and say, "What has the State Branch done for us?" There are 20,000 city employees in the City of Boston. We come in and ask for a 40-hour week and an increase in wages and you throw it down. I say be fair with us. We have been affiliated continuously for 35 years. We come here trying to build up an organization and you throw us down. Give us the two resolutions we ask for and we can go out and do business. We are the only city organization perhaps in the whole country that has a record of 35 years' affiliation with the Boston Central Labor Union and the State Federation. Give us a chance to go out and organize the City of Boston. Give us some encouragement. I hope the report is not accepted.

Delegate Murphy (Hotel and Restaurant Employees No. 319, Lawrence): We were told at the outset of this convention that this was to be one of the most important conventions the delegates have ever been privileged to attend. The first three and one-half days of the convention have been consumed with speakers, perhaps very good speakers indeed, but if we can listen to these gentlemen we have just as much opportunity and time to listen to the fellow delegates to enter, in my opinion there is no reason why they should not be acted upon, and not culminated into one resolution and I hope the recommendation is not accepted.

Delegate Russell: It is a funny thing to place your State Federation of Labor in a most ridiculous position. At this conven-

tion we establish a policy and program affecting the whole activity of every local union in this entire state and many times what we say here and act upon is used in other states throughout the country. As one member of the Resolutions Committee I am not going to be a party to asking the Massachusetts Federation of Labor to go out and get shorter hours and more money for people who do not and will not join the trade union movement. I can go back in the City of Boston, because I know it, and I can name you men and women who got their jobs because they were members of the trade union movement in the City of Boston and as soon as their probationary period was over they thumbed their noses at us. I can further say that from time to time when shorter hours were secured and a higher wage obtained for the city employees who are eligible to the trade union movement in the City of Boston it was only through the Boston Central Labor Union and its affiliated bodies, and it may be of some interest to some of you men throughout the city and state to know there has been no increase in wages or reduction of hours in the City of Boston and that is because they dropped out of their respective trade union organizations.

Let us take one example where at one time the engineers and firemen were affiliated. They belonged to our organizations and we were affiliated with the State Branch and we reduced their hours from 52 to 48, but that was in 1918 and they dropped their affiliation and have not been affiliated with us and their conditions of work today are the same as they were 20 years ago. Their hours are the same and as regards their wages they have not received any increases in wages in the last 18 years. Now, a state employee who is not willing to make that sacrifice or pay dues to the American Federation of Labor has no sympathy from me and I don't want to have a resolution that is going to put the A. F. of L. on the bargain counter. These resolutions say we will get you shorter hours and better wages and then join my union. We say, "no, join the union first, and then we will get wages and hours and other conditions for you and that is the position of your committee.

Delegate Morse (Bridge Tenders No. 86, Boston): I rise to a point of order. The hour of adjournment has arrived.

President Morrissey: The hour of adjournment having arrived, according to my time-piece, the convention stands adjourned until tomorrow morning at 9:30.

The convention thereupon adjourned until 9:30 Friday morning.

FRIDAY, AUGUST 8, 1941

MORNING SESSION

The convention was called to order Friday morning by President Morrissey at 9:30.

President Morrissey: Last night at adjournment there were Resolutions 1, 2 and 3 under consideration. I will ask that you direct your attention to Chairman Russell of the Resolutions Committee.

Delegate Russell: Mr. Chairman and delegates, I would like to again recall you to Resolutions 1, 2 and 3 which are printed in the document before you. The Resolutions Committee was of the opinion that the intent and scope of Resolutions 1 and 2 were too far-reaching or inclusive of too many non-union employees in the City of Boston. And too, in an implication to the exclusion of policemen and firemen, they were not confined to the organization that filed the resolution, therefore, the committee recommended that Resolutions 1 and 2 be substituted by Resolution 3 with an amendment. Last night after adjournment the signer of the resolutions, Brother Morse of the Bridge Tenders, agreed with the committee to an amendment to Resolution No. 1, which reads as follows:

"That the Mayor of Boston, in his 1942 budget, grant all Bridge Tenders, employees of the City of Boston at least 10 per cent increase in pay".

The committee recommended concurrence in Resolution No. 1, as amended, which reads as follows:

RESOLUTION No. 1

TEN PER CENT WAGE INCREASE FOR EMPLOYEES OF THE CITY OF BOSTON

Whereas, The cost of living is rapidly rising; therefore, be it

Resolved, That the Massachusetts State Federation of Labor through its Executive Branch and Secretary-Treasurer-Legislative Agent request that the Mayor of Boston, in his 1942 budget, grant all Bridge Tenders, employees of the City of Boston at least 10 per cent increase in pay.

[Submitted by Delegate Francis F. Morse, Bridge Tenders No. 86, Boston.]

Delegate Russell moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 2

FORTY-HOUR WEEK FOR EMPLOYEES OF THE CITY OF BOSTON

Whereas, Many private employers of labor have granted their employees a 40-hour week and most public employees are on a 44 or 48-hour week; therefore, be it

Resolved, That the Massachusetts State Federation of Labor request the Hon. Maurice J. Tobin, Mayor of Boston, to provide in his budget for 1942 a sum sufficient to place all employees of the City of Boston except police and firemen on a 40-hour week.

[Submitted by Delegate Francis F. Morse, Bridge Tenders No. 86, Boston.]

Delegate Russell: This resolution contains the same ambiguity because it calls for a 40-hour week for all employees of the City of Boston with the exception of policemen and firemen. The committee again feels they are going out on a limb, but Brother Morse was agreeable to the suggestion of the Resolutions Committee, as follows:

"That the mayor of the City of Boston provide in his 1942 budget a provision for all Bridge Tenders of the City of Boston to be placed on a 40-hour week."

The committee recommended concurrence in Resolution No. 2, as amended.

Delegate Russell moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 3

ORGANIZATION OF MUNICIPAL EMPLOYEES

Whereas, State and municipal employees have secured many benefits from legislation and other activities sponsored by the Massachusetts State Federation of Labor, and

Whereas, Only a small percentage of said employees are affiliated with the American Federation of Labor but are grouped in so-called mutual benefit associations, some of them in open opposition to regularly organized American Federation of Labor unions; therefore, be it

Resolved, That the Executive Council and the Secretary-Treasurer-Legislative Agent take such steps as they deem necessary to organize these state and municipal employees and also take action in regard to groups that are organizing so-called dual organizations where American Federation of Labor Unions now exist.

[Submitted by Delegate Francis F. Morse, Bridge Tenders No. 86, Boston.]

The committee recommended concurrence.

Delegate Russell moved the recommendation of the committee be adopted.

The motion was adopted.

Delegate Kelley continued the report of the Committee on Resolutions, as follows:

RESOLUTION No. 6

SUPPORT OF CANCER CONTROL CAMPAIGN

Whereas, The cancer control program conducted by the Massachusetts Department of Public Health during the past fourteen years and involving the establishment and maintenance of diagnostic clinics, treatment centers, research laboratories and educational campaigns has unquestionably demonstrated that cancer is curable if treated in its early stages and has substantially reduced the cancer mortality rate in this commonwealth, and

Whereas, The success of this program depends to a large extent upon the widespread circulation of information to the general public respecting the need for early treatment of the

disease, under the sponsorship of the Co-operative Cancer Control Committees operating in various communities of the commonwealth and responsible for the educational part of the program, and

Whereas, The Massachusetts cancer control program has achieved remarkable results, is of great benefit to the general public and deserves the support and co-operation of the Massachusetts State Federation of Labor; therefore, be it

Resolved, That the Massachusetts State Federation of Labor, in meeting assembled, endorses the cancer control program of the Massachusetts Department of Public Health, and urges its local units to co-operate with the Cancer Control Committees of their communities in devoting a part of one of their regular meetings each year to an informative lecture to be given by a competent physician supplied without charge by such committees.

[Submitted by Delegate John McLaren, Stone Masons No. 9, Boston.]

The committee recommended concurrence.

Delegate Kelley moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 48

ESTABLISHMENT OF LOCAL LIBRARY COMMITTEES

Whereas, The public library system has often proved valuable to the organized labor movement in providing means of education and indispensable information, the Massachusetts State Federation of Labor Convention urges its members to give such support to their local libraries as may at various times be necessary for library extension and development, and

Whereas, The Massachusetts State Federation of Labor has learned that in a number of cities in other states, libraries have set up special departments, some of the duties of which consist in keeping labor organizations posted about worthwhile books of special interest to unions, and also providing unions with information, which has been found of great help in wage and hour negotiations, labor legislation and other union matters; therefore, be it

Resolved, That central labor bodies in Massachusetts be urged to form library committees which shall study the local library situation in regard to this matter, urge upon local library boards the advisability of establishing the above mentioned services, and co-operate fully with such library services when they are set up.

[Submitted by Delegates John M. Shea, Street Carmen No. 22, Worcester, and W. F. McLoughlin, Printing Press Assistants No. 18, Boston.]

The committee recommended concurrence.

Delegate Kelley moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 39

UNION LABOR LIFE INSURANCE

Whereas, The supreme ambition of every wage earner today is to provide economic independence for himself in his declining years and for his loved ones in the event of his untimely passing, and

Whereas, Through the advice and counsel and with the assistance of the American Federation of Labor and its affiliated national and international unions, the Union Labor Life Insurance Company was formed, and

Whereas, The Union Labor Life Insurance Company is not only owned and controlled by organized labor, as represented by the American Federation of Labor, but is dedicated to the cause of Labor and is managed solely in the interests of wage earners, their families and dependents, and

Whereas, The company has demonstrated its soundness and validity in serving the insurance needs of wage earners, their families and dependents for more than a decade; therefore, be it

Resolved, That we reaffirm our indorsement of the Union Labor Life Insurance Company and recommend it to all of organized labor, its friends and sympathizers, and be it further

Resolved, That we recommend to all the affiliated and associated local unions throughout the state earnest and sympathetic consideration of trade union group life insurance, and be it further

Resolved, That we pledge co-operation to the officers of The Union Labor Life Insurance Company in securing competent representatives and solicitors or agents in the various cities and towns coming under the respective jurisdictions, and be it further

Resolved, That we renew our determination to have all members of organized labor, their friends and sympathizers favor the Union Labor Life Insurance Company with all their life insurance needs, requirements and patronage.

[Submitted by Delegates John Connolly, Bookbinders No. 176, Norwood; Martin J. Casey, Electrotypers No. 11, Boston; Anthony J. DeAndrade, Paper Handlers, Plate Boys and Press Clerks No. 21, Boston; W. F. McLaughlin, Pressmen No. 18, Boston; Joseph A. Dart, Pressmen No. 85, Springfield; Edward T. Gay, Pressmen No. 67, Boston; George W. Lansing, William J. Harris and Stephen W. Fardy, Newspaper Pressmen No. 3, Boston; Daniel E. Duane, Central Labor Union, Norwood; B. W. Kohl, Central Labor Union, Boston, and John H. Coughlin, Stereotypers No. 2, Boston.]

The committee recommended concurrence.

Delegate Kelley moved the recommendation of the committee be adopted.

Delegate Russell (Engineers No. 849, Boston): Last year a resolution of the Union Labor Life Insurance was approved. We have at this convention a statement of facts that should be at the disposal of and read by the trade unionists of this state. The representative of the Union Labor Life Insurance Company and Delegate Sullivan of Teamsters No. 25 intended to have it as information available. I hope the convention will approve a statement of facts that will be printed in the proceedings in conjunction with the resolution as an informative message to the trade unionists of this state. I intend to have that statement of fact available here before the day is over.

Delegate Sullivan (Teamsters No. 25, Boston): I had a copy of the statement of facts which I thought would reach the Resolutions Committee. It did not get there though and if there is anyone in the convention hall who has it in their possession I would appreciate it if they would hand it over to the Resolutions Committee.

STATEMENT OF FACTS

Your committee takes great pleasure in reporting again that the Union Labor Life Insurance Company continues its remarkable progress in extending protection to the dependents and loved ones of organized wage earners and their friends.

Under the direction of its President, Matthew Woll, and the leaders of national and international unions who serve upon its board of directors, the company closed the year 1940 with increased totals of insurance in force, an income more than sufficient to meet all obligations promptly, thus permitting additional substantial investment in high grade securities and mortgage loans, and a favorable mortality and investment experience making possible an income of voluntary reserves to supplement those required by law. In that way the company has created a further safeguard, protection and guarantee for the fulfillment of the company's obligations.

The company completed the year 1940 with \$10,586,420 of individual insurance and \$64,462,387 of group insurance, or a combined total of \$75,048,807 in force. Compared to the corresponding figures at the end of 1940, these figures represent an increase of \$647,374 in individual business, \$1,651,603 in group business and \$2,298,977 in combined business. The company's showing for the year was consistent with the combined experience of American companies, both for the total writings for the year and the total business in force at the end of the year.

During the year 1940 the company's income amounted to \$1,371,684, substantially exceeding the total income for the previous year. In 1939 the company disbursed \$815,957 for death claims, disability claims, matured endowments, surrender values and dividends to policyholders. Net admitted assets increased by \$317,775 to the sum of \$3,634,355 and surplus increased by \$34,227 to the sum of \$658,630. Contingency reserves were increased by \$49,318 to bring their total to \$394,250. Combined capital, surplus and contingency reserves amounted to \$1,427,881, equivalent to 39.31 per cent of our net admitted assets.

Special attention has been paid to the development of individual life insurance business. Policy forms and services are offered to protect policyholders against premature death or dependent old age. All popular policy forms such as term insurance, whole life, limited payment life, endowment insurance, old age endowments, modified life, insurance with annuity, intermediate policy of \$500, combination of insurance and building loan, combination of insurance and credit union loans, and retirement annuity contracts, form a circle of protection against the hazards that surround the individual in his journey through life. Individual members of organized labor, members of their family, as well their friends and associates, are well advised to patronize the Union Labor Life Insurance Company in meeting their individual life insurance requirements. Indeed we urge hearty co-operation in furthering these insurance facilities of the Union Labor Life Insurance Company.

Then, too, your committee is happy to report that an ever-increasing number of trade unions are becoming group insurance-minded, and are wisely taking steps to protect the families and dependents of their members through this beneficial sound and economical form of protection. Trade unions are urged by your committee to consider the benefits and advantages of entrusting to the Union Labor Life Insurance Company their group life insurance coverage. Group insurance has been described as the "most democratic form of insurance," because it applies the principles of mutual aid to the greatest number at the

lowest individual cost. When coupled with the principles of mutual aid which are inherent in trade unions, group insurance for members of trade unions, thoroughly represents the most democratic form of voluntary insurance. Costs are low in group insurance because expenses are held to a minimum. In many instances group insurance extends protection to persons who carry no other insurance. More than half of the claims paid by the company under group insurance policies are paid to beneficiaries of trade unionists who died leaving no other insurance and very little else for their dependents.

Trade unionists and the officers of trade unions throughout the state are urged by your committee to extend every assistance and co-operation to the company in its efforts to achieve that place in the life insurance world which it so richly deserves. The officers of the company are especially anxious to receive the names of those men and women throughout the state who desire to enter the life insurance field. These people will be thoroughly trained by the company's agency staff in the principles of modern salesmanship, thus placing within their reach the revenues of a pleasant and profitable occupation.

Your committee renews its recommendation that the officers of our affiliated organizations, their members, families and friends, favor the Union Labor Life Insurance Company with their life insurance patronage.

The motion was then adopted.

Delegate Russell, for the Committee on Resolutions, continued the report as follows:

RESOLUTION No. 64

AMENDMENT TO LORD'S DAY LAW

Whereas, The trucking industry has become an integral part of the transportation system of the United States, employing thousands of American citizens, and public convenience and necessity demands that said industry be permitted to operate without interference by the so-called Lord's day laws, and

Whereas, The said trucking industry is a vital and important part of our national defense, and

Whereas, The trucking industry today is called upon to transport necessities of life, defense materials and other types of merchandise, both interstate and intrastate, and public necessity requires that it be permitted to operate on the Lord's day; therefore, be it

Resolved, By and on behalf of the officers and members of Local No. 25 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, that: General Laws, Chap. 136, Sec. 6, Ter. Ed., be amended by inserting after the words "the use of the telegraph or the telephone" in the fourth line, the words "the running of motor trucks or trailers," so that said Sec. 6 shall read as follows:

Section 6. Limit of Operation of Preceding Section. The preceding section shall not prohibit the manufacture and distribution of steam, gas or electricity for illuminating purposes, heat or motive power; the distribution of water for fire or domestic purposes; the use of the telegraph or the telephone; the running of motor trucks or trailers; the manufacture and distribution of oxygen, hydrogen, nitrogen, acetylene and carbon dioxide; the retail sale of drugs and medicines, or articles ordered by the prescription of a physician, or mechanical appliances used by physicians or surgeons.

Nor shall it prohibit the retail sale of tobacco in any of its forms by licensed innholders, com-

mon victuallers, druggists and newsdealers whose stores are open for the sale of newspapers every day in the week; the retail sale of bread, before ten o'clock in the forenoon and between the hours of four o'clock and half past six o'clock in the afternoon by licensed innholders and by licensed common victuallers authorized to keep open their places of business on the Lord's day and by persons licensed under the following section to keep open their places of business as aforesaid; the retail sale of frozen desserts and/or ice cream mix, soda water and confectionery by licensed innholders and druggists, and by such licensed common victuallers as are not also licensed to sell alcoholic beverages, as defined in section one of chapter one hundred and thirty-eight, and who are authorized to keep open their places of business on the Lord's day; the sale of frozen desserts and/or ice cream mix, soda water, confectionery or fruit by persons licensed under the following section or the keeping open of their places of business for the sale thereof.

Nor shall it prohibit work lawfully done by persons working under permits granted under section nine; the sale by licensed innholders and common victuallers of meals such as are usually served by them, consisting in no part of alcoholic beverages, as so defined, which meals are cooked on the premises but are not to be consumed thereon; the operation of motor vehicles; the sale of gasoline and oil for use, and the retail sale of accessories for immediate necessary use, in connection with the operation of motor vehicles, motor boats and aircraft; the making of such emergency repairs on disabled motor vehicles as may be necessary to permit such vehicles to be towed or to proceed under their own power, and the towing of disabled motor vehicles; the letting of horses and carriages or of boats, motor vehicles or bicycles; the letting on trains of equipment or accessories for personal use in connection with outdoor recreation and sports activities; unpaid work on pleasure boats; the running of steam ferry boats on established routes; the running of street railway cars; the running of steamboat lines and trains or of steamboats, if authorized under section nineteen.

Nor shall it prohibit the preparation, printing and publication of newspapers, or the sale and delivery thereof; the wholesale or retail sale and delivery of milk, or the transportation thereof, or the delivery of frozen desserts and/or ice cream mix, or the retail sale of ice or of fuel; the sale at wholesale of dressed poultry, and the transportation of such poultry so sold, on the Lord's day next preceding Thanksgiving day, and on the Lord's day next preceding Christmas day except when Christmas day occurs on Saturday, the Lord's day or Monday; the making of butter and cheese; the keeping open of public bath houses; the making or selling by bakers or their employees, before ten o'clock in the forenoon and between the hours of four o'clock and half past six o'clock in the afternoon, of bread or other food usually dealt in by them; whenever Rosh Hashonah, or the Day of Atonement, begins on the Lord's day, the retail sale and delivery of fish, fruit and vegetables before twelve o'clock noon of that day; the selling or delivering of kosher meat by any person who, according to his religious belief, observes Saturday as the Lord's day by closing his place of business during the day until six o'clock in the afternoon or the keeping open of his shop on the Lord's day for the sale of kosher meat between the hours of six o'clock and ten o'clock in the forenoon.

Nor shall it prohibit the performing of secular business and labor on the Lord's day by any person who conscientiously believes that the

seventh day of the week ought to be observed as the Sabbath and actually refrains from secular business and labor on that day, if he disturbs no other person thereby; the carrying on of the business of bootblack before eleven o'clock in the forenoon, unless prohibited in a city or town by ordinance or by-law; the digging of clams; the icing and dressing of fish; the cultivation of land, and the raising, harvesting, conserving and transporting of agricultural products during the existence of war between the United States and any other nation and until the first day of January following the termination thereof; such unpaid work in or about private gardens or private grounds, adjacent to a dwelling house, as shall not cause unreasonable noise, having regard to the locality where such work is performed.

Nor shall it prohibit the sale of catalogues of pictures and other works of art in exhibitions held by societies organized for the purpose of promoting education in the fine arts or the exposure of photographic plates and films for pleasure, if the pictures to be made therefrom are not intended to be sold and are not sold.

Nor shall it prohibit the conduct of any enterprise lawfully conducted under section four A.

[Submitted by Delegates Timothy J. Harrington, Thomas F. Tighe, John M. Sullivan, Augustine Eagan and Nicholas P. Morrissey, Teamsters No. 25, Boston; John Lind, Seaford Workers No. 1572, New Bedford; Frank S. Curtin, Central Labor Union, Cambridge, and S. P. Jason Teamsters No. 59, New Bedford.]

The committee recommended concurrence.

Delegate Russell moved the recommendation of the committee be adopted.

Delegate Sullivan (Teamsters No. 25, Boston): The reason for this resolution coming before the committee and the convention is that we are confronted time and time again on the Sabbath by police. Our members have to work on the Sabbath, traveling an average of 200 or 300 miles in the course of their day's work. In entering nearby cities after driving their vehicles for 250 miles, they are stopped on the highway at 4 o'clock on a Sunday morning by police officers because a certain chief of police in the City of Cambridge has dug up an old law, a blue law, which says, "No vehicle shall be driven across the streets of Cambridge that is used for hire" and our boys are on the highways all night and have to stop their vehicles on the highway and get home the best way they know how. We are not opposed to his methods but we don't like his procedure and if the convention will go along with the Teamsters in straightening that out it will be appreciated, as it will help our boys to complete their day's work on the Sabbath and we will be back next year to thank you for it.

The motion was then adopted.

Delegate Ellis reported for the Committee on Resolutions as follows:

RESOLUTION No. 26

SUPPORT OF GREAT BRITAIN IN THE FIGHT AGAINST HITLER

Whereas, The trade union movement of Great Britain has done sterling work in the defense of Britain against Hitler, and

Whereas, It has staunchly defended trade unionism and democracy and is playing a big part in determining the fate of the nation; therefore, be it

Resolved, That this Convention go on record supporting the valiant fight of the British workers, and be it further

Resolved, That we stand shoulder to shoulder with them and the workers of all countries fighting Hitler, to insure the defeat of Hitlerism and the strengthening of Labor and trade unionism the world over.

[Submitted by Delegates Arthur Ward, Retail Clerks No. 1114, Boston; James G. Linehan, Meat Cutters No. 75, Boston; Albert L. Zarella, Milk Wagon Drivers No. 380, Boston; William F. Bowen, Woolen and Worsted Workers No. 2574, Boston; Herbert M. Oakes, Retail Clerks No. 1435, Lynn, and John F. Donovan, Laundry Workers No. 66, Boston.]

RESOLUTION No. 30

AMERICAN LABOR COMMITTEE TO AID BRITISH LABOR

Whereas, American Labor is of the conviction that world domination by totalitarianism is the ultimate objective of the murderous, wanton and unwarranted attacks upon the free nations of Europe and upon the British people by Nazi Germany, Fascist Italy, Communist Russia and Imperialist Japan, with consequent enslavement of all the free people of the world, and

Whereas, The American Federation of Labor has always had the most fraternal relations with the British Trades Union Congress, and

Whereas, The American labor movement knows that the cause of Labor is inextricably bound up with the cause of democracy; therefore, be it

Resolved, That the Massachusetts State Federation of Labor declare its solidarity with, and its sympathy for, our British fellow workers, and be it further

Resolved, That the appeal of the American Labor Committee to Aid British Labor be endorsed by this body as our expression of solidarity, sympathy and support.

[Submitted by Delegates Edward T. Jenkins, Nathan A. Higgins, Andrew Dambrosio, Timothy J. Harrington, Augustine E. Egan, Thomas F. Tighe and Michael J. Norton, Teamsters No. 25, Boston; Dorothy B. DeLoid, Central Labor Union, New Bedford; Frederick W. Ringdahl, Teachers No. 263, New Bedford; Henry C. Murray, Papermakers No. 372, Fitchburg; Henry E. Kelleher, Teamsters No. 995, Boston, and John W. Lind, Seafood Workers No. 1572-2, Boston.]

RESOLUTION No. 46

SUPPORT OF U. S. MILITARY PROGRAM AND AID TO GREAT BRITAIN

Whereas, A victory of the Axis powers in the present war would constitute a fatal blow to democracy all over the world, and

Whereas, From their internal actions the German and Italian governments have demonstrated they are savage enemies of organized labor, and

Whereas, Only with a defeat of the Axis can there be any hope that various social gains, painfully established since the last war, can be maintained; therefore, be it

Resolved, That this Convention call on the national government to take any steps thought wise by the administration, acting on the advice of the United States army chief of staff, to keep at maximum efficiency the United States army, and be it further

Resolved, That this Convention urge and will support whatever action is deemed necessary by the administration to make sure that

American aid reaches our heroic English brothers, and be it further

Resolved, That this Convention pledge itself to the moral unity demanded by an unlimited national emergency, and be it further

Resolved, That copies of this resolution be sent to the American Federation of Labor, to the constituent members of the Massachusetts State Federation of Labor and to the President, and members of the Congress of the United States.

[Submitted by Delegate Harry P. Grages, Central Labor Union, Boston.]

Delegate Ellis: The committee recommends that Resolution No. 46 be substituted for Resolutions No. 26 and 30 and further recommends that Resolution No. 46 be amended by striking out the first and second resolves therein and substituting the following:

Resolved, That this Convention call on the national government to take any steps thought wise by the administration, acting on the advice of the United States army chief of staff, Secretary of Navy and other responsible agencies to keep at maximum efficiency the United States army, navy and defense program, and be it further

Resolved, That this Convention urge and will support whatever action is deemed necessary by the administration to make sure that American aid reaches its intended destination, and be it further

Delegate Ellis moved the recommendation of the committee be adopted.

Delegate Kearney (Bartenders and Hotel Employees No. 34, Boston): This resolution, as I read it, simply applies to the army. It doesn't say anything about any other military part of our government. I think you will find it says that the "Army chief of staff to keep at maximum efficiency the United States army". I think if we are going to prepare to offer aid to the Allies that we should include all the military sections of the country. I would ask the committee if they would change that to read "To keep that maximum efficiency in the military services of our country" which would include all of it. Mr. President and delegates, I wonder how many of you are thinking of the last convention here in this very hall. You remember a certain group of delegates had entirely different ideas than we had. That was before Russia got into conflict with Hitler and you remember some of those delegates were opposing resolutions of this kind. I don't see them here today and I will guarantee if they were here today they would favor this resolution. That in itself indicates where they were then and their absence here today indicates they weren't with Labor then and are not with our labor movement now, but we were being used and exploited by them and we granted them a license and certificate to sit here with us and carry on their propaganda. You know who I mean without any personal references and what is existing in this convention today is existing in every other labor convention in the United States. These very same sources of propaganda are now silent. If they came in here they would be exposing themselves but they are urging us now to do what they told us was bad to do only a year ago.

That in itself is exactly the same thing that has been going on in Europe since those two little men with the goatees walked into the back square of Russia and took control of that whole nation. They had been working at a distance, Lenin and Trotsky. They are the two if you have forgotten. And from that distance they were carrying their propaganda to the people of Russia and the army

and navy. Although the conditions under the Romanoff rule weren't very good they promised to make them better. And so in Germany, too. That revolution in Russia was the beginning of constant social changes in Europe. If you haven't followed what has occurred in Europe since that Bolshevik revolution, and if you are going to be content and listen to those who tell you from those platforms and the press, you have short memories because you are not getting the facts as you should. It is dangerous, too, to tell these facts today because you might be misunderstood and classified as an enemy of democracy.

Well, let's see what happened in Europe. The two little men commenced and then constantly social changes were taking place. Governments were being taken over, new ideas were being formulated and Europe was aflame with constant revolution. Why, they kicked out the King of Greece! They threw King Manuel out of Portugal. They fired Alphonso of Spain. The old Sultan of Turkey didn't last long. They threw him out and the young ones took control. England itself was in danger and the industrialists and military turned the government over to the labor movement during these dangerous days and Ramsey MacDonald was called in to take over the government to save it from the very things, these things we are going through. The Balkan states were changed and then you wonder what is going on in Europe. Then Hitler comes and pushes old Hindenburg over, allying himself with the industrialists of Germany and promising them if they went with his brown shirts that he would dissolve the labor movement because it was the only agency in Germany that was still fighting for better things. So the industrialists and Hitler joined together and the labor movement went out of business, and when that was done Hitler put the industrialists out of business. That was their reward.

Let me say to you delegates there is a social revolution in Europe and it is coming from the people themselves. But the agents of Stalin, I won't include Fascism because even in Italy there was the same situation there where the Catholic church and the king gave all control to Mussolini and said, "You run this country," almost at the same time the military and the industrialists gave England to Labor to run. Do you remember these things? If you don't you will have to go back in order that you may make up your mind what these conditions are in Europe today, and if we find these things out we will be in a better position to understand what we ought to advise as leaders of Labor. Personally, I hope this government does not go into war. I don't believe this government has any place in this war. This is not a war to save democracy and if we interfere with the peoples of Europe in their desire to set up a government of their choosing we are the interlopers and we have no right on the premises in that respect. Consequently, one of the first things that they did in these countries was to destroy Labor because Labor was the only organization that could dare stand up and fight against conditions that existed. When the labor movement went, there was no voice of anybody; but here, thank God, we are still free. Although we may not all have the right idea and I am not going to put anything in your minds unless you can trail with me as I have with you for 20 years to the very day you will conclude there is something wrong in Europe. That was before this little paperhanger Hitler took control. If you will remember that when the reconstruction took place in Ger-

many they shifted out the most popular old man they thought they found in the ideals of the people and they set up a phoney republic and they made this man president. That man I told you before was Hindenburg. He was the softest pushover for Hitler, and of course he didn't last long. That was notice enough for us then to understand, and that was notice for England to give those Englishmen—you know how to make an Englishman laugh, tell him a story when he is young—and there the English for all these years watched this constant action take place, did nothing about it. Criminal negligence. We have a Trade Union Congress, the records show nine years ago the president of the Trade Union Congress in England warned the English government of the danger approaching and they did nothing about it.

Now they are caught napping and we have to make our sacrifices and send everything over there. They have just awakened. I am not opposed to that but I am opposed to any entrance into this war by the United States government. We will stay where we are until this experiment in social philosophy in Europe is all over. We will defend ourselves. And we won't take any slaps in the face or kicks in the pants from any government or dictator either and we will aid what is left of democracy. But when you mention democracy in Europe they laugh at that, too, because they say that is a joke. We say our ideas, our ideologies are better; they say you are crazy, you can't have democracy and capitalism at the same time so capitalism must go. We are going to save capitalism if we are going to help democracy. We believe in capitalism—in ownership of land and property. We want to own our homes if we can, our individual freedom, our personal rights; to pray in whatever church we want to, the right of assembly in our unions, freedom of action of all kinds. These we will defend because we understand them, we have them. No new philosophy is going to take it from us but let us at least keep out of this European affair by defending our own nation and what it stands for and if we do that I think we will be pursuing the right course.

President Morrissey: The chairman of the committee wants to answer the question asked by Delegate Kearney.

Delegate Russell: Strange as it may seem I am in complete accord with the position of Delegate Kearney and I think that Resolution 46 should contain the suggestions that the Chief of Staff and the Secretary of the Navy and other responsible agencies should be added to keep maximum efficiency in the United States army, navy and defense program at this particular time.

However, this morning when discussing this resolution, just go back one year to the action of this convention when we took a bold position in defense of our country and we made a national position clear. It was taken by the United States government. However, your committee feels that we should not in any sense go out on a limb. In Resolution 26 there is some wording there that might be misconstrued—not the intent of the filer of the resolution—but one of those resolves that says:

"That we stand shoulder to shoulder with them and the workers of all countries fighting Hitler to insure the defeat of Hitlerism and the strengthening of Labor and trade unionism the world over."

In that we commit ourselves to a position in the battlefield. Your committee did not feel we should go that far. Therefore we sub-

stituted Resolution 46 and if you will note in Resolution 46 it specifically mentions one nation. Your committee is not in a position to be able to understand what can happen in the next year. We feel there are unpredictable in the European war and that the labor movement shouldn't make any mistakes. We want to put the Federation of Labor of Massachusetts in one position, that America be made strong and ready for all emergencies and that is the intent of your committee in submission of Resolution 46 when we substituted that, as amended, by add the words "to its intended destination."

Delegate Hamlin (Meat Cutters No. 618, Boston): It is very seldom that I agree with the delegate from Local 34 but I do certainly agree in condemning the Nazis and the Fascists and I go further and say if we had no communism or Communist Russia we would have no war today. If it were not for his pact with Hitler he would never have dared to start a war. All those who understand war came to the same conclusion so far as condemning Hitler and Stalin and as far as I am concerned, communism goes there too. But as far as his conclusions as to what our country ought to do, I think he is wrong. With all his perfect knowledge of history he still doesn't understand the economic infringements in this war. I would advise the delegates and my good friend of Local 34 to read a book by an ex-friend of Hitler. He was an intimate friend of Hitler. Hitler confided in him and in that book he is told by Hitler very plainly; Europe, that is O. K.; but America, that is where I want to go and he has worked out a system as to how to get here. Let me go a step further. I am opposed to war, I hate war, I have seen war, but I say if America has to face war I don't want our boys to be killed here; I don't want our homes to be bombed here. If someone has an idea that he wants to see a few bombs dropped in South Boston which is the nearest direct point to Europe, I don't have that idea and I hope we never live to see that moment. But there is another angle on this war that we of the labor movement are vitally interested in. If Hitler wins in Europe, South and Central America will be in his grasp. America still has to export goods. Europe as a market for American goods is dead for years and years to come. Asia is dead. American markets therefore are the Americas. With a dissolved labor movement in Europe he will have the best chance to compete with us. American capital, with whom my good friend Kearney wants to make peace, if they have to compete it will not be out of their profits but will be out of the pockets of the workers. We are in danger, without Hitler coming here, to become slave labor if he wins in Europe. Therefore, we have a direct interest to defend democracy and I would like to defend our democracy outside the shores of America. I hope the President takes Greenland, too, and every outlet to America must be in the possession of America in order to stop the enemy. That must be clear to everyone who has the foresight and vision as to what is going on in the world. I was glad when the President took Iceland.

On Resolution 30, I cannot see the connection these two resolutions have. No. 46 sets forth our policy, the policy of Labor in Massachusetts to support the government in any emergency. That is our policy and I agree with it. But Resolution 30 doesn't deal with our policy; Resolution 26 may. Resolution 30 deals with an ordinary thing that we have always done. We agree the only democracy today is in England, also that

the people who fight in England are the workers and the labor movement in England today is the backbone of the English government. Not Churchill alone. The backbone of the English government today is Bevin, Morrison and others. They are the backbone of that country. The people trust them; they believe in them and they do not come into the government because they want to occupy the position of a manager, because Labor told them to do that. The labor movement has assumed the responsibility for the welfare and safety of England. Without the labor movement they would today be in the grip of Hitler. It is the labor movement that guards England and it will be the labor movement, and Resolution 30 says we extend fraternal greetings to the labor movement, to the labor congress for the glorious fight they are making, etc. I trust, Mr. Chairman, and hope the resolutions committee will agree. Resolution 46 sets forth our own policies; No. 30 says to our friends in England, we are with you till victory and will support you until victory comes. Therefore I trust both resolutions will be adopted.

Delegate Stefani (Cooks and Pastry Cooks No. 186, Boston): I was one of the delegates at the last convention who was in the minority in reference to conscription. We were at odds as far as Kearney and myself are concerned. He said today those who were here then are not here today. Thank God I am here today and I still hold that point of view that I had then and I am glad to note in the wonderful speech that Kearney made today he is absolutely in accord with my thinking then and it is the same today. It is very fortunate, Mr. Chairman, I think I said then, that I left Europe because I was sick and tired of the wars. That is why I came here and I said America was the finest nation on the earth to live. That is why I came here and I am an American citizen. My European feeling absolutely left me. But I pity the people in Europe. All the workers are brought into the world the same way as the Americans or the English or the Italians. I support that resolution because I understand in one of those resolutions it condemns Communism. What are we going into? We are going to use our arms, Mr. Chairman, to fight some of the nations that have been loyal to America. One is Finland, a wonderful democracy. Another nation we should not help is Russia but owing to the fact that America had not the foresight to see what was going on in Europe and now it stuck its neck out by doing that it will have to stick, but I say today if we want to be frank, that America is not in a position to defend itself let alone England or the rest of the democracies.

I am in accord with what the Senate passed in keeping our soldiers there for another 18 months because our young folks would be sent to slaughter because they are not trained and some have not even fired a shot. You know, pretending to shoot is not making a marksman. I am ready to sacrifice my life and if I had two I would do so and am ready and willing to do my share if it is to stop all wars. We are aiding Russia now. I was in the World War. I think it is the biggest mistake we are doing. The next thing will be you will have to fight Russia because if they conquer Germany they will want to conquer the world. There is no difference between Hitler and Russia. We in America must prepare ourselves, so let us not fool ourselves.

You recall I said conscription means war and I said if we are going to have conscription, let us conscript wealth. What have we

here in America, those profiteers that are the real fifth columnists of America. There are about 120 concerns indicted already in America for profiteering. That is very serious, that is what I feared and that is the stand I took then and I am no different now. If this government decides to take us into war regardless of nationality then we are ready to fight and sacrifice. I have been in one war. I am not 50 years old yet but if I have to go to the second war to protect America I would be willing to give my life.

Oh, I hate to see these constant mistakes being made by our government. What did Lord Marley say? That the working class didn't always put the working people into Parliament, it is not the government taking the people, it is the people dictating to the government. And, Mr. Chairman, I blame England for the mess we are in today and if I am wrong show me that I was wrong. I am a British subject, it is true, there is mixed blood in me. I am all American though. I am neither of the Italian or the British. But I am with the labor movement of Italy and of England. If England at that time had taken care of Italy as you all know that Italy was absolutely depleted of raw materials at the end of the war when the communists took possession of Italy, did England go out and place any money with the Italian government and show them democracy was a good thing? Mussolini saved Italy from communism but we got fascism and dictatorship. I am not a Communist, I am an American because I wanted to be one and I hope we will not lose our heads and that we will do whatever we can to defend America, America first and last.

Delegate Carroll (Cement Finishers No. 534, Boston): I am of the opinion that somebody ought to write a clear-cut resolution so we will know exactly what we are going to do. This implies that we devote the delivery of everything that Russia wants. I am also of the opinion that we ought to at least be liberal enough to allow delegates to express themselves without being considered Nazis or anything else. But I still maintain while we are talking about the democracies we certainly want to support, but I would suggest that somebody put into this resolution that with the advice and consent of the Congress of the United States; anything we are going to do it certainly ought to be with the consent of Congress. We say the head of the army, the navy or whatever it may be; then on the other hand it says we must deliver the goods. President Roosevelt says convoys means shooting and shooting means war. If you are willing to go along with it I will go along with the majority and put my shoulder to the wheel but I would suggest that we add to this resolution "in rendering our support in conformity with the general principles of our government with the advice and consent of Congress."

I offer an amendment—that we shall call on the national government to take any steps thought wise by the administration with the advice and consent of the Congress of the United States.

Delegate Russell: The Resolutions Committee had a problem of having a correct or satisfactory resolution. We didn't write or submit the resolution and I am in agreement with Delegate Carroll and with this; but were we at a certain group meeting in this country today and we were confronted with a resolution then the President of the United States could not move until he had the full consent of Congress and Senate it might not be bad. But at labor meetings business

agents, international officers and presidents of local unions who could not go out and negotiate an agreement or do business for their local unions without first getting full consent for every move they make without having a meeting of their local union, I am afraid it would hamstring the trade union movement. The trade union movement of this state is comparable to the government of this state. The trade union movement of this country is comparable to the government of the United States and if an international president could not order or permit a strike to take place until such time as he called an international convention, the trade union movement wouldn't get very far. Now, in this moment of emergency I hope this convention won't stand in the way and put more red flags in the way of the administration building up a strong America. As chairman of the committee I do not desire to take that suggested amendment.

Delegate Carroll (Cement Finishers No. 534, Boston): May I be permitted to answer the chairman of the committee. Those who represent us in the government should have all the negotiating rights in the world and so should presidents of local unions and business agents, but I think before they should exercise the right to put out 15,000 or 20,000 men on the street they should extend the courtesy to that group and find out whether they want to go on the street. So I think the argument is not healthy. You must bear in mind that today, tomorrow and for years to come you will be battling your labor board for we have an organization to contend with known as the C.I.O. and the workers will have the privilege of going in and deciding by ballot whether they want a C.I.O. or an A.F.L. affiliation and certainly they will be naturally interested as to whether they are privileged to enjoy the use of choosing which they want. In my judgment it is not a healthy thing for Labor. And I do not want to be considered as being arbitrary in my position, but I am interested in the progress of our movement so we can enjoy it. If I am correct, however, the chairman of the committee refuses to accept the amendment?

President Morrissey: The convention will decide whether or not the amendment is to be adopted.

Delegate Fleming (Holyoke Central Labor Union): I don't know whether some of the delegates feel if we pass any proposed resolution it decides the matter. After all it is just merely an expression of opinion as to the attitude of the delegates to this convention. In listening to that resolution, as I interpret it it would seem that we are willing to place in the hands of the commanders of the army the welfare of the youth of this country. If the army says an expeditionary force should be sent to Africa or elsewhere, we have to agree to the same. Personally I am opposed to placing any power over workers in the hands of the army because when we do that there is no more democracy. Our people are the ones we are supposed to represent, the opinions of the people who sent us here, and I don't believe the men and women who elected us as delegates would agree to accept a provision which would place a power of the destinies of their boys in the hands of the officers of the army. If we do we are accepting dictatorship. We are supposed to be a democratic nation. Why should there be any objection to allow Congress to determine what final action should be taken in regards to the emergency that exists? We have a chance to tell our congressmen what we want. They are our representatives. I don't believe they want us to vote on any resolution that

would be in violation of the Constitution and they would want the Constitution lived up to. And after all it doesn't make a bit of difference what we do here; the Congress will do what they want, but we ought to think straight and act the same.

Delegate Kearney (Bartenders and Hotel Employes No. 34, Boston): I simply want to be recorded in favor of the resolution in order that there be no misunderstanding after my extended remarks as to my attitude and I favor the adoption of the amendment of Brother Carroll which after all will be the procedure whether it is in there or not.

Delegate Russell: I hope all the delegates have this Resolution 46 before them at this time and see if it does not satisfy them as we have reported it. I think the first resolve really says this: "That this convention shall call on the national government (which is Congress) before taking any steps thought wise by the administration, acting with the advice of the United States Army Staff, the Secretary of the Navy and the responsible agencies and to keep at maximum efficiency the United States army, navy and defense program and that we continue to support the administration." Now that is not going too far, but it is supporting the position of the American Federation of Labor. It is continuing to re-emphasize the position of the statement of this convention of last year. You can be fully an American by supporting this resolution. You are not committing yourselves to any other alliance. The position of the committee is that we must continue to support our government, but we do not wish to go over to Europe and participate in their affairs ahead of time, and we hope never. That is simply the position of the committee.

The amendment was then read as follows:

"That we call on the national government to take any steps thought wise by the administration with the advice and consent of the Congress of the United States."

The amendment was then adopted.

The motion to adopt the committee's recommendation (substitution of Resolution No. 46, as amended, for Resolutions Nos. 26 and 30) was then adopted.

Vice-President Connors was called to the chair.

Vice-President Connors: We have a rare treat in store for us this morning—a member who has been a delegate to the annual conventions of the Massachusetts Federation of Labor for years, a member who served very well as a President of our state body for four years; and has been the best Commissioner of Labor and industries, in so far as the labor movement is concerned, in the whole history of the labor movement in the Commonwealth; a man whom we know officially as Commissioner James T. Moriarty, but it is a pleasure for me to present him to this convention as we all know him, as Jim Moriarty.

JAMES T. MORIARTY

(Commissioner, Department of Labor and Industries)

Mr. Chairman and fellow delegates—I don't know whether it is necessary at this late time when the five-minute rule is in effect, to break it and allow me into this busy convention so as to have you listen to me. Of course I am glad to be here. I am always glad to receive

an invitation to be a speaker at this convention. A lot of you may say, "Why didn't I speak earlier," but I said I would be glad to fill in at any time at their disposal.

I am coming to you for the fifth time as Commissioner of Labor. Sometimes I wonder why we don't get a little more criticism publicly than what we do. I realize that all of the things that go on in the Department of Labor and Industries are not perfect. I wonder sometimes if you are not too lenient to me as regards the things you represent. I said to a delegate outside of the convention the other night, "Why make the complaint to me here? This thing has been going on for sometime and why don't you make the complaint to my office?" He said, "Well you are too busy." "Well," I said, "I am only busy with somebody else's complaint and why don't you put yours in?" I want to say to you as individual delegates and as representatives of your organizations, I invite you to make criticism of my department and if you make it to me and if I can't have it corrected or don't have it corrected, then I deserve any criticism that you desire to give to me publicly or otherwise.

We are making some accomplishments, not as great as I would like to see though. The Legislature bent over backwards and gave me two new inspectors in my Minimum Wage Division. That makes eight I have to cover the state and we have put in one decree covering office workers that would take at least 20 inspectors alone to carry out. We are having a hearing on the 17th or 19th of this month putting in another decree for waitresses which by the time you will return next year will practically be a mandatory order and if there was ever a trade or calling that needs one, it is the waitresses. The collection of wages hasn't been so great this year which proves that when there is an abundance of help and when times are bad the employers take that advantage of the employees. But we are going into new functions from time to time. We are going into functions that never were taken up by the Department of Labor and Industries. We are negotiating with firms to stay here. We are negotiating with firms to come here. Of course there has been a bad impression that the labor laws of Massachusetts were responsible for some people leaving and for people refusing to come in here. I want to say to you and I want to say to the world that there are no laws in Massachusetts that will forbid any employer from opening an establishment in Massachusetts. And we have got in Massachusetts the best type of labor leader in the United States. There is no reason to fear within a stable state like Massachusetts.

I want to again say that in so far as the Department of Labor is concerned that I am responsible that these laws are carried out and I want to say again that I have no interference by anybody in carrying out the intent and the purpose of the laws in Massachusetts. I sometimes have interference from some of my friends in the movement, just the same as when some of you are picked up for over-speeding and you try to get somebody to fix up the case.

I have been glad to give anybody another chance for almost anything with one exception—if they owe their employees money, and for that the Pope can't fix it. They have to pay. If I have been of any assistance to the officers of the State Federation of Labor and to the officers and delegates of the organizations I should receive no credit for it. That is what I am supposed to do. I do want to say to the officers, to the Secretary of the State Federation of Labor, to the President of the State Federation and its Vice-Presi-

dents, that I have had every support from them and they have been very helpful.

The Governor the other day said that I was going to talk on legislation. There is only one bit of legislation. There is a practice in the Governor's office, and not only under this Governor but all those that I have served under, when a piece of legislation has been approved by the House of Representatives and the Senate that if it has to do with the Department of Labor then it is sent to that department for comment. Last week I was asked to comment on a law that was passed by the Senate and the House amending one of the sections of Chapter 149 allowing minors to work in bowling alleys until 12 at night. When that measure came to me I answered by saying that I thought it was going in the wrong direction. I said a bowling alley was a non-essential organization and if we were going to break down the rules and allow minors to work that it would only be asked for by other industries and upon my request the Governor of the Commonwealth vetoed that measure.

I wonder sometimes if we here in convention are doing enough on schools and apprenticeship systems. We were just talking on a resolution to take care of all the rest of the parts of the world but I wonder how much we are doing to take care of those who are going to be left home with us. You have the youth organizations, you have the Department of Education; you have the O.P.M. and everybody is going to make mechanics but none of them are making them in reality. I again had the pleasure of serving on a committee appointed by the Governor in regards to apprenticeship systems with parts of industry and parts of education and I refused to sign the report that was brought about by the four others and then they turned it back to me to change to my satisfaction which I did and they approved my suggestions. We have an apprenticeship bill now pending before the Legislature. This organization was responsible for it coming into being. I wonder what they are going to do with it. We have recommended that an apprenticeship division be set up in the Department of Labor and Industries and if we do that it will be the first one to be set up under the Department of Labor. If you don't set it up the next time you will go to look for it you will find it in the Department of Education and you have some fine people who know no more about apprenticeship systems than I know about banking, telling you the rules and regulations for apprenticeship systems.

I have a little news. Monday I hope to be able to appoint an inspector in the Division of Industrial Safety. My secretary who was formerly employed by the State Federation of Labor in the office until I stole her away from you, has been successful in passing the examination for inspector. I hope to have the pleasure of appointing her Monday morning. I say to you men and women why don't you get busy? You are more capable of passing those examinations than the people who are taking them. I ask you to watch those examinations and I ask that you try and get on the list and make it possible that I can have inspectors to whom I can talk and who know something about the rules and regulations and how they should be carried out. I understand there is to be put through resolutions in here to increase the membership of the Board of Arbitration. Of course you are playing with fire and any time you do that you are going to take the chance of getting burned. That is your job. I am not opposed to the resolution. I do say to those who are sponsoring the resolution that

if they are fair they will add to the resolution that they should increase the compensation of those they are going to put on and those who are now serving. I think they are entitled to more money for the work they are now doing. In my estimation there are three men and they have put in more hours—the three men who are acting as my associates. General Cole who is chairman, in my estimation, has been a very high type individual and has the sympathy of you men and women here and those whom you represent. I think that I ought to say that more often.

I say to you in conclusion, I do a lot of things that do not come under the law, or the law that brought into being the department I have the honor to represent and that you were responsible for getting me. If it was not for the State Federation of Labor I wouldn't be up there. But I want to say to you this, and I said this last year, I went there as a Democrat and I will leave there, when I do leave, as a Democrat. I will not change horses in the stream. If I desire to change at any time I will leave there and then become an individual and use my own common sense.

It was said by an individual and a letter was sent to President Green saying that when it came to the appointment of an associate in the Department of Labor that I selected a C.I.O. against an A.F.L. member. That letter is in the possession of the A.F.L. I want to say to you that I did not make that selection. I want to say to you here publicly that I tried to save John Campos. I am careful of whom I am going to get there and if I know people are not honest I will not serve with them. Anybody who desires, as a representative of Labor, to sell their rights they cannot expect anything from me either as commissioner or as an individual member of a labor organization. And that doesn't go for one man, that goes for anybody and everybody. While I am there I am going to tell you and I am going to leave that job, when I do leave it, so that the labor movement can be proud of my actions even if they don't agree with me. They will be honest actions and nothing else.

So in conclusion I want to say to you that I expect to be with you for a couple of more years at least as the commissioner and if I am not commissioner I will be back in the ranks of Labor with you. I am still a member of the Sheet Metal Workers—president of that organization—attending all their meetings and intend to continue on. I again say to you, bring the complaints if you have any, to us and if we do not carry out the intent and the purpose of them then I ask you to criticize me publicly. I thank you.

Vice-President Connors: I am sure I voice the sentiments of this convention when I say we are proud of you for what you have done and we sure will be proud of you as long as you serve either the Commonwealth of Massachusetts as Commissioner or as the Sheet Metal Worker's president or member or in any capacity in the labor movement. We are also pleased to hear that a person who has passed the examination successfully is one who has had such training in the State Federation office and we wish you and Gerry Murphy all sorts of luck in the years to come.

Delegate Lansing (Newspaper Pressmen No. 3, Boston): Mr. Chairman, fellow and sister delegates—I rise at this time because of the death of one of our oldest and most respected members of the International Printing Pressmen and Assistants' Union of North America to beg the indulgence of the Chair and to set aside the rules to submit a resolution to commemorate his memory. I move

that the rules of this convention be suspended to admit the submission of a resolution on the death of late Brother Joseph Dart.

The motion was adopted.

RESOLUTION No. 72

JOSEPH A. DART

Whereas, It has pleased Almighty God in His infinite wisdom to take from our midst our beloved brother and co-worker, Joseph A. Dart, and

Whereas, Joseph A. Dart was not only an ardent trade unionist, but served for many years in all offices in his beloved unions, and as a delegate to the Massachusetts State Federation of Labor conventions, and

Whereas, For twenty years he has been the International Representative of the International Printing Pressmen and Assistants' Union of North America, devoting his entire time and talents to the end that his fellow workers might receive a fuller share of the benefits of life; therefore, be it

Resolved, That we, the delegates to the Massachusetts State Federation of Labor hereby acknowledge our indebtedness to Joseph A. Dart for the advice and labor he so willingly gave this council when same was sorely needed, and be it further

Resolved, That we extend to his bereaved family our heartfelt sympathy in this, the hour of their great loss.

(Submitted by Delegates Martin J. Casey, Electrotypers No. 11, Boston; John J. Connolly, Bookbinders No. 176, Norwood; William J. Harris, Stephen W. Fardy and George W. Lansing, Newspaper Pressmen No. 3, Boston; Edward T. Gay, Printing Pressmen No. 67, Boston, and Walter F. McLaughlin, Printing Press Assistants No. 18, Boston, and Anthony J. DeAndrade, Paper Handlers, Plate Boys and Press Clerks No. 21, Boston.)

Delegate Lansing moved the resolution be adopted.

Delegate Lansing: I would like to explain to the delegates assembled here that last evening the delegates to the Allied Printing Trades Council, because of the death of Brother Dart who died Tuesday evening, suddenly, held a special meeting. We all attended the funeral this morning en masse and paid our respects in a manner befitting such a brother and delegate.

The motion was adopted, the delegates standing in silent meditation in memory of the late Joseph A. Dart.

Delegate Wade (Lawrence Central Labor Union): I don't intend to take up much of your time but an interesting situation has come up and an interesting procedure took place. As you know the City of Lawrence is largely a textile city, the largest woolen and worsted industry is there. It has been the scene of bitter disputes in the past, in 1912 and in 1931. The whole area depends on their operation and payroll. Many of them have left for the South in recent years. The values of these properties have decreased over one-half in the past 10 years. Many have been torn down and demolished. We had some criticism because of the 6 o'clock law for women in our city and if not for the intervention of Commissioner Moriarty many jobs would have been lost. The Pacific Mills was going to shut down and there are 1,200 employees in that mill and these jobs would have been lost. We were able to get a prospective purchaser and I would like to read an article which came out in the paper regarding the same.

"The possibility that 1200 Lawrence mill workers would lose their jobs and loss of a \$2,000,000 annual payroll, yesterday caused Judge Vincent Brogna in equity session of Superior Court, to revoke a temporary restraining order issued against Pacific Mills, barring the sale of its print plant.

"Samuel Mencoff, of Providence, had obtained the restraining order, which was issued by Judge John E. Swift a week ago, on the ground that he had an agreement with an agent of Pacific Mills to buy the plant for \$400,000. Subsequently, the company informed him it had another prospective purchaser for the property.

"Counsel for the company argued yesterday that Mencoff, if he bought the plant, proposed to liquidate it, thus throwing 1200 employees out of work. Also that the company had not made an agreement with Mencoff, but merely a proposal. The new purchaser had agreed to keep the mill in operation.

"A representative of the State Department of Labor, Raymond M. O'Connell, urged Judge Brogna to take into consideration the fate of the 1200 workers and loss of the annual payroll. Judge Brogna then lifted the restraining order."

And we know the representative of the department was sent out by Commissioner Moriarty, Raymond O'Connell, who is the attorney for the department. This is the first time I think that they have ever gone into the courts and overturned such a restraining order and we want to convey to the Department of Labor and Industries our sincere appreciation for their intervention and for saving these jobs for so many residents of the City of Lawrence and to let you know we are grateful in Lawrence.

Delegate Sidd (United Garment Workers No. 1, Boston): I arise on this occasion which to me is a very sad one. A week ago last Monday our organization lost its international president, Thomas A. Rickert, who was our international president for 37 years and also second vice-president of the American Federation of Labor. I ask permission to suspend the rules so that I may introduce a resolution on the death of our late international president, Thomas A. Rickert of the United Garment Workers Union. I move that the rules be suspended for that purpose.

The motion was adopted.

RESOLUTION No. 73

THOMAS A. RICKERT

Whereas, After many years of active and faithful service in the American labor movement the passing away of Thomas A. Rickert came as a sorrowful shock; therefore, be it

Resolved, That this Convention express its sincere sorrow and extend condolences to the family of the late Brother Rickert, the American Federation of Labor, of which for many years Brother Rickert was Vice-President, and to the United Garment Workers of America, of which for 37 years he was their leader.

[Submitted by Delegate Nathan Sidd, United Garment Workers of America No. 1, Boston.]

Delegate Sidd moved the resolution be adopted.

The motion was adopted.

Vice-President Connors: As you all know, Thomas Rickert was international president of the United Garment Workers Union and second vice-president of the American Federation of Labor. I respectfully request that we all stand in silence to the memory of Brother Rickert.

Delegate Sidd (United Garment Workers No. 1, Boston): At this time my mission is of a more pleasant nature, that of taking charge of the drawing of the union label merchandise that has been on exhibition during the week.

Delegate Casey (Electrotypers No. 11, Boston) was called upon to preside during the drawing and Delegate Rankin (Waitresses No. 112, Boston) was called upon to draw the winning tickets.

The convention then adjourned until 2:00 p.m.

AFTERNOON SESSION

The convention was called to order Friday afternoon at 2:00 o'clock by Vice-President Connors.

Vice-President Connors: The first order of business this afternoon will be an additional report from the Credentials Committee. Delegate Wilkinson.

Delegate Wilkinson: The total number of credentials received to date is 465. The committee submits these additional credentials (which were read) and recommend the delegates be seated with voice and vote.

Delegate Wilkinson moved the recommendation of the committee be adopted.

The motion was adopted.

Delegate Kelley reported for the Committee on Resolutions as follows:

RESOLUTION No. 4

MASSACHUSETTS BONDING AND INSURANCE COMPANY

Whereas, The employees engaged in building maintenance work have in conformity with the State Labor Relations Act organized into Federal Labor Union 21923, American Federation of Labor, for the purpose, through collective bargaining, to improve our working conditions, increase our wages, and such other improvements to safeguard our health and physical well-being, and

Whereas, After several attempts on the part of the union in good faith to arrive at some basis of agreement, the employer has refused to consider our request for increased wages, shorter hours and better working conditions, and

Whereas, As a last resort, the employees have decided to strike against their present working conditions because the employer has refused to consider the inability of our members to support their families on their present salaries, and

Whereas, This strike involves the following building maintenance employees: scrub women, elevator operators, porters and watchmen, who are all members of the American Federation of Labor, and

Whereas, The employer involved has repeatedly refused to arbitrate at the request of the Massachusetts Board of Conciliation and Arbitration, and

Whereas, The Massachusetts Board of Conciliation and Arbitration has rendered a decision fixing the responsibility for this strike on the employer; therefore, be it

Resolved, That the Massachusetts State Federation of Labor indorse this strike and call

on all members of the affiliated locals to refuse to patronize the Massachusetts Bonding and Insurance Company.

[Submitted by Delegate Walter D. Collins, Building Service Employees No. 21923, Boston.]

The committee recommended non-concurrence.

Delegate Kelley moved the report of the committee be adopted.

Delegate Hobin (Federal Labor Union No. 21923, Boston): What are the grounds for non-concurrence?

Delegate Kelley: The Resolutions Committee acted on this resolution at two different sessions. It had been hoped that either Delegate Collins or those who presented this resolution would be in so we could find out whether or not the firm actually owned the particular building against which the strike was called. Unfortunately we did not get the information and for that reason were not in a position to do anything other than vote non-concurrence.

Delegate Velleman (Stenographers and Typists No. 14965, Boston): I make a motion that an amendment be added to the recommendation that the matter be referred to the incoming Executive Council with full power.

The amended motion was then adopted.

RESOLUTION No. 5

NATIONAL SHAWMUT BANK

Whereas, The employees engaged in building maintenance work have in conformity with the State Labor Relations Act organized into Federal Labor Union 21923, American Federation of Labor, for the purpose, through collective bargaining, to improve our working conditions, increase our wages, and such other improvements to safeguard our health and physical well-being, and

Whereas, After several attempts on the part of the union in good faith to arrive at some basis of agreement, the employer has refused to consider our request for increased wages, shorter hours, and better working conditions, and

Whereas, As a last resort, the employees have decided to strike against their present working conditions because the employer has refused to consider the inability of our employees to support their families on their salaries, and

Whereas, This strike involves the following building maintenance employees: scrub women, elevator operators, porters and watchmen, who are all members of the American Federation of Labor, and

Whereas, The employers involved have repeatedly refused to arbitrate at the request of the Massachusetts Board of Conciliation and Arbitration, and

Whereas, The Massachusetts Board of Conciliation and Arbitration has rendered a decision fixing the responsibility for the strike on the employers; therefore, be it

Resolved, That the Massachusetts State Federation of Labor indorse this strike and call on all members of the affiliated locals to refuse to patronize the National Shawmut Bank.

[Submitted by Delegate Walter D. Collins, Building Service Employees No. 21923, Boston.]

The committee recommended non-concurrence.

Delegate Kelley moved the recommendation of the committee be adopted.

Delegate Velleman (Stenographers and Typists No. 14965, Boston): Knowing the time is short and needing a lot of time to discuss this as those who have handled this strike situation have a thorough understanding of the intricate problems, I move as an amendment to the committee's recommendation that this be referred to the incoming Executive Council with full power to act.

Delegate Hobin (Federal Labor Union No. 21923, Boston): This strike has been endorsed by the Boston and the Cambridge Central Labor Unions and the employees who are on strike are actually employed by the Massachusetts Bonding and Insurance Company and the National Shawmut Bank.

The amended motion was then adopted.

RESOLUTION No. 7

DISCRIMINATION AGAINST NEGROES

Whereas, Discrimination against our Negro brothers still exists, and

Whereas, The lack of full democratic rights to the Negro people hamstrings our fight for democracy; therefore, be it

Resolved, That we go on record for an anti-lynching bill; that we oppose the discriminatory poll taxes, and be it further

Resolved, That we take all measures necessary to prevent discrimination of Negroes on jobs, or on relief and in the army.

[Submitted by Delegate Joseph Stefani, Cooks and Pastry Cooks No. 186, Boston.]

The committee recommended concurrence.

Delegate Kelley moved the recommendation of the committee be adopted.

Delegate Riley (Ladies Garment Workers No. 229, Boston): I am pleased to see that someone had the foresight of entering a resolution regarding my people, meaning the Negro race. I sat here attentively in this convention and listened to the deliberations and we speak of democracy. There can absolutely be no democracy until every race, color or creed is given an equal chance to do their part. I am glad to see or to hear such a resolution and I hope that the American Federation of Labor will throw open wide its doors to my people and give them a chance to make good under democracy.

The motion was then adopted.

RESOLUTION No. 8

CREATION OF A STATE CONSUMERS' COUNCIL

Whereas, The Department of Public Safety has the responsibility and authority to safeguard decent living conditions of the people of Massachusetts, and

Whereas, At the present time rapid rises in the cost of living and in taxation bear heavily on the working people and consumers generally, and

Whereas, The maintenance of proper living standards is doubly important today, to build a strong and loyal people for the defense of our democracy, and

Whereas, So far, neither organized labor nor organized consumers are represented in the Department of Public Safety; therefore, be it

Resolved, That this Convention go on record and notify Governor Saltonstall of its recom-

mendation that a consumers' council, including representatives of organized labor and of consumer organizations, should be appointed under the Department of Public Safety, with representation therein, and be it further

Resolved, That all local unions, joint councils and central labor bodies affiliated with the Massachusetts State Federation of Labor be urged to write similar letters to Governor Saltonstall.

[Submitted by Delegate Joseph Stefani, Cooks and Pastry Cooks No. 186, Boston.]

The committee recommended concurrence with an amendment to substitute "Massachusetts Safety Council" in place of "Department of Public Safety."

Delegate Kelley moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 9

PURCHASE OF UNION-BUILT HOUSES

Whereas, The boom in employment resulting from the defense program, together with the housing shortage in many communities, has encouraged many members of organized labor to contract for the building of their own homes, and

Whereas, Many members who depend upon the support of their brothers in the labor movement for the maintenance and improvement of their own union wage scales and conditions they nevertheless fail to insist upon the use of skilled union labor and for the most economical and dependable construction of their own homes, and

Whereas, Speculative promoters who operate their building developments through unskilled non-union workmen are simply looking for quick profits and usually are out of business before the cracks appear throughout these shoddy houses, and

Whereas, Such speculative non-union building developments deprive union workmen of employment and jeopardize union wage scales, even while costing the home-owner a bigger first cost and many expensive repairs; therefore, be it

Resolved, That the 56th Convention of the Massachusetts State Federation of Labor call upon all affiliated unions to ask their members to protect their own interests and demonstrate their union loyalty by buying only union-built houses and to have any construction or maintenance work around their homes performed by members of unions affiliated with the Building Trades Department of the American Federation of Labor.

[Submitted by Delegate Felix McMahon, Carpenters No. 866, Norwood.]

The committee recommended concurrence.

Delegate Kelley moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 14

CONVENTION OF AMERICAN FEDERATION OF LABOR FOR 1942

Whereas, It has been several years since the convention of the American Federation of Labor has come to the New England states, and

Whereas, The convention of the American Federation of Labor has been productive of

stimulating and increasing enthusiasm in our labor movement; therefore, be it

Resolved, That the Massachusetts State Federation of Labor in convention assembled, endorse every effort to urge the 1942 convention of the American Federation of Labor to meet in the city of Boston.

[Submitted by Delegates John J. Kearney, Bartenders and Hotel Employees No. 34, Boston, and Harry P. Grages, Central Labor Union, Boston.]

The committee recommended concurrence.

Delegate Kelley moved the recommendation of the committee be adopted.

The motion was adopted.

Delegate Russell continued for the Committee on Resolutions:

RESOLUTION No. 10

LEGISLATION TO CONTROL PRICES

Whereas, The strongest basis for defense of our democracy lies in a healthy people, who realize the benefits of the American way of life, and

Whereas, Workers and their families suffer more severely than anyone else from increases in the cost of food, clothing and housing, and

Whereas, From March, 1940, to June, 1941, the Department of Labor index of the retail cost of food rose over 10%, and its index of wholesale food prices, foreshadowing future retail prices, rose nearly 24%, and

Whereas, The Office of Price Administration and Civilian Supply has been established to control rising prices, has done good work on some commodities, but not so far on food, and

Whereas, President Roosevelt and others have indicated the need for further legislation to help control prices, but no such law has yet been passed; therefore, be it

Resolved, That President Roosevelt and Price Administrator Henderson be notified that this Convention urges them to take all immediate steps possible under present laws, to control prices of food, clothing and housing, offering them the co-operation of organized labor, and be it further

Resolved, That all Massachusetts congressmen and senators be notified that this Convention urges them to enact laws aiding control of prices of the necessities of life, and be it further

Resolved, That all local unions, joint councils and central labor bodies affiliated with the Massachusetts State Federation of Labor be urged to write similar letters to President Roosevelt, Price Administrator Henderson and to Massachusetts senators and congressmen.

[Submitted by Delegate Joseph Stefani, Cooks and Pastry Cooks No. 186, Boston.]

The committee recommended non-concurrence.

Delegate Russell moved the recommendation of the committee be adopted.

Delegate Russell: This resolution is considered of great danger by your committee. There is a similar one that will come before you and both of which we are recommending non-concurrence knowing it is an honest intent on the part of the signers of this resolution, and not that we are not going to have price control, but we feel we are leading with our proverbial chin and the next resolution will be that of controlling the wages of our members. Undoubtedly we

will have price control but why urge its speed? Your committee feels that the wording is one of commitment on the control of prices that can and would be extended. Therefore, your committee is recommending non-concurrence in this resolution.

The motion was then adopted.

RESOLUTION No. 16

STANDARDIZATION OF SALARIES OF DIVISION OF UNEMPLOYMENT COMPENSATION EMPLOYEES

Whereas, The variation in salaries paid for identical positions in the various Divisions of Unemployment Compensation in the several states is a bone of contention and a situation that cannot satisfactorily be condoned or explained, and

Whereas, This inequality of salaries is a basis for dissatisfaction and a lack of morale in many state divisions, and

Whereas, A standardization of classifications and procedures have been recommended by the Social Security Board: therefore, be it

Resolved, That in justice to employees of all states that the Social Security Board devise a more equitable standardization of salaries for employees of the Employment Security Board and the Division of Unemployment Compensation, and that an immediate study of the problem be undertaken by the Social Security Board, and be it further

Resolved, That copies of this resolve be sent to the Director of the Social Security Board and certain other of his subordinates who may supervise the standardization of administration and procedures in the several states.

[Submitted by Delegate William V. Ward, American Federation of State, County and Municipal Employees No. 39-3, Boston.]

The committee recommended the resolution be referred to the incoming Executive Council.

Delegate Russell moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 17

REPEAL OF SO-CALLED HATCH ACT

Whereas, The continued existence of the Hatch Act deprives certain public employees of the commonwealth of a constitutional right, namely that of free speech and the right to hold public office, and

Whereas, Such an act imposed by a government on certain of its employees constitutes in reality a "Yellow Dog Contract" and prohibits these employees rightfully to condemn or criticize elected officials who are in effect their superiors; therefore, be it

Resolved, That in order that the principles of democracy may be enjoyed by all citizens, classes and groups of this nation, that the President and the Congress of these United States shall be notified that the Massachusetts State Federation of Labor denounces the provisions of the Hatch Act and calls for its repeal.

[Submitted by Delegate William V. Ward, American Federation of State, County and Municipal Employees No. 39-3, Boston.]

The committee recommended the resolution be referred to the delegate to the American Federation of Labor convention.

time regarding increases to the consumers. These dairies have been cheating us on the Grade "A" milk and everything else and the United States government has told you here clearly that there is no substantial difference. I don't believe, Mr. Chairman, that they are justified in increasing the price because the farmers don't get it but it is between the distributors and the retailers. I say we must watch our step in this increased cost on the consumers and especially when the United States government has documents here proving they are cheating the consumers.

Delegate O'Donnell (Teamsters No. 25, Boston): As a member of the committee I arise at this time to go along with the motion made by Delegate Carroll. More so when I listened to the remarks of the last speaker especially when there is evidence some place that somebody is doing something against the consumer. Why not trust the Executive Council with this matter when they will receive information as presented by the last speaker. I hope we go along with the motion.

Delegate Reilly (Carpenters No. 40, Boston): I hope the motion to refer to the Executive Board will prevail. I think at this time it should be referred to the Executive Council for study.

The motion was then adopted.

RESOLUTION No. 44

RESTORATION OF FIVE-DAY WEEK TO GOVERNMENT PRINTING OFFICE EMPLOYEES

Whereas, After many years of agitation and much sacrifice on the part of organized workers we succeeded in securing the 5-day work week in most industries, and

Whereas, The government of the United States is now directly and indirectly the largest employer of skilled and unskilled labor in the United States, and

Whereas, The Public Printer, controlling the destinies of the Government Printing Office, employing more than 8,000 skilled workers, is attempting to lead a campaign to eliminate the 5-day week, and has placed the printing press and bookbinding divisions of the Government Printing Office on a 6-day work week, which, if allowed to prevail, can only result in other employers, in and out of the printing industry, for one reason or another, insisting that their workers render six days' work each week without the payment of any overtime, and

Whereas, Such a system would be detrimental to the welfare of all American workers and would result in our loss of the 5-day work week; therefore, be it

Resolved, That this convention instruct its officers to call upon Senators David I. Walsh and Henry Cabot Lodge, and on all members of Congress from this state, especially Senator Walsh and Congressman Connerly of the Joint Committee on Printing to force the Public Printer to reinstate the 5-day week for all government workers in the Government Printing Office.

[Submitted by Delegates John Connolly, Bookbinders No. 176, Norwood; Martin J. Casey, Electrotypers No. 11, Boston; Joseph A. Dart, Pressmen No. 85, Springfield; Anthony J. DeAndrade (Paper Handlers, Plate Boys and Press Clerks No. 21, Boston), W. F. McLaughlin, Pressmen No. 18, Boston; George W. Lansing, William J. Harris and Stephen W. Fardy, Newspaper Pressmen No. 3, Boston; Edward T. Gay, Pressman No. 67, Boston; and John H. Coughlin, Stereotypers No. 2, Boston.]

The committee recommended concurrence.

Delegate Russell moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 45

COLONIAL PRESS UNFAIR TO ORGANIZED LABOR

Whereas, The conditions that caused some 400 or more unorganized workers of the Colonial Press, Clinton, Mass., to leave their employment on March 29, 1937 have not been corrected to the satisfaction of the printing trades unions involved, and

Whereas, The unreasonable attitude of the Colonial Press has caused the loss of orders for many thousands of books, which would have meant re-employment for the above-mentioned, as well as many additional workers; therefore, be it

Resolved, That this, the 56th annual Convention of the Massachusetts State Federation of Labor, hereby records itself as endorsing the position taken by the printing trades unions having jurisdiction over the employees involved, by declaring the Colonial Press to be unfair to organized labor, and be it further

Resolved, That the Massachusetts State Federation of Labor pledges its continued support until these un-American conditions are corrected, and be it further

Resolved, That the secretary of the Massachusetts State Federation of Labor be instructed to notify publishers of books and retail stores handling such products of the attitude of this unfair establishment.

[Submitted by Delegates Martin J. Casey, Electrotypers No. 11, Boston; John J. Connolly, Bookbinders No. 176, Norwood; Anthony J. DeAndrade, Paper Handlers, Plate Boys and Press Clerks No. 21, Boston; W. F. McLaughlin, Pressmen No. 18, Boston; Joseph A. Dart, Pressmen No. 85, Springfield; George W. Lansing, William J. Harris and Stephen W. Fardy, Newspaper Pressmen No. 3, Boston; Daniel E. Duane, Central Labor Union, Norwood; Edward T. Gay, Pressmen No. 67, Boston; B. W. Kohl, Central Labor Union, Boston, and John H. Coughlin, Stereotypers No. 2, Boston.]

The committee recommended concurrence.

Delegate Russell moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 55

CONDEMNATION OF A. & P. EMPLOYEES' UNION

Whereas, In the past certain activities directed toward the organization of the retail store employees of the Great Atlantic and Pacific Tea Company have not produced the desired results, and

Whereas, We believe that the recent public utterances of this company, in the press and by other means, have been promoted purposely to deceive the labor movement and the public, and

Whereas, The retail store employees have been encouraged in the continuance of a so-called independent union which was only operated on the basis of low dues and selfish individual promotion of paid official positions, and

Whereas, The time has come to put these retail store employees before the public in their true light; therefore, be it

Resolved, That the Massachusetts State Federation of Labor in Convention assembled in Boston, August 4, 1941, hereby goes on record as condemning the retail store employees of the Great Atlantic and Pacific Tea Company in their New England stores for their persistence in promoting, continuing and supporting a dual organization in the retail stores outside the ranks of the American Federation of Labor, and be it further

Resolved, That the Massachusetts State Federation of Labor call on all members of affiliated local unions, central bodies and district or state councils to purchase food from retail store employees who are members of local unions affiliated with the American Federation of Labor who show a dues book, card or button, as evidence of such membership.

(Submitted by Delegates Thomas J. Corcoran, Teamsters No. 404, Springfield; Raymond V. Hill, Teamsters No. 477, Lawrence; James J. Keefe, Bartenders No. 90, Lawrence; Emmett Cudahy, Teamsters No. 686, Lawrence; Michael F. Lynch, Boot and Shoe Workers No. 703, Haverhill; Joseph Stefani, Cooks and Pastry Cooks No. 186, Boston; James G. Linehan, Meat Cutters No. 75, Boston; William Kelly, Edward J. Haley, James F. Curley and John J. Lally, Meat Cutters No. 592, Boston; Herbert A. Lee, Meat Cutters No. 609, New Bedford; Max Hamlin, Meat Cutters No. 618, Boston; David C. Moore, Hotel and Restaurant Employees No. 56, Lynn; Patrick F. Conley, Richard W. Garrity, John H. Daly, Thomas Boyle, John Sargent and Thomas J. Stewart, Bartenders No. 34, Boston; Bertram W. Kohl, Central Labor Union, Boston; Thomas E. O'Brien, Meat Cutters No. 219, Amesbury; Kilby T. Marble and Owen J. Justin, United Hatters No. 87, Amesbury; Sylvio H. Leblanc and Dorothy B. DeLoid, Central Labor Union, New Bedford; S. P. Jason and Octavio Viveiros, Teamsters No. 59, New Bedford; John D. Connors, Teachers No. 263, New Bedford; Thomas E. Wilkinson, Street Carmen No. 235, Brockton; John J. Cronin, Street Carmen No. 589, Boston; Kenneth J. Kelley, Meat Cutters No. 294, Quincy, and John J. Conroy, Meat Cutters No. 592, Boston.)

Delegate Russell: Your committee has had three meetings on this resolution. The parties at interest met and agreed with the committee. It is a resolve that the Massachusetts Federation of Labor call on members to purchase products sold by members of organized labor in retail stores. Certain complications deemed it expedient to refer this to the Executive Council and your committee recommends that this be referred to the incoming Executive Council for study and action within the next 60 days.

Delegate Kelley (Meat Cutters No. 294, Quincy): I would like to bring to the attention of the delegates here the unusual way in which this resolution was handled. It was concurred in by the Resolutions Committee and now lo and behold it is referred to the Executive Board—in other words the waste basket where it has been put for the last four years, and the employees of the company forming and aiding dual organizations. I listened to Murphy, Watt, Fenton and others and they all said we had to fight dual organization. The A. & P. company union has a closed shop for its employees. We come to the convention and find opposition here. We congratulate the teamsters and warehousemen for being organized and the bakers but when you buy products in the A. & P. stores you buy from non union clerks, loaves of

bread which were baked by union bakers. I don't know why we belong to the State Federation of Labor. You have already passed Resolution 3 which I will read. This resolution has passed the State of Rhode Island State Federation of Labor, the Connecticut Federation of Labor, too. Is Massachusetts any different than those states? Is the legality any different than in those states and that is what they are trying to say, the legality is different. I am disgusted with the outcome of this resolution.

Delegate Stefani (Cooks and Pastry Cooks No. 186, Boston): My point of view on this is such that I have to take the floor whether I will be criticized for doing so or not and that is that we are constantly preaching fighting the CIO, company unions, etc. That is our duty. Our duty here is that when we come to the state convention and when we belong to the Federation of Labor and a central labor union it should bring us closer together, to stay together, to build a united front so that we can defeat our enemies. We find we are not receiving the co-operation we should receive. We preach to the people we want to organize that united we stand, divided we fall. Some of our supposed to be labor leaders neglect those who are organized. I have proved myself on several occasions to go out and organize. Our local has paid bills of other locals and not received any money back. I say it is the duty whether they are teamsters or clerks, it is their solemn duty to see that the other organization is under the banner of the A.F.L. because the stronger we are in any department or factory, the better it is for the American Federation of Labor. We are running down the CIO. In fact I was accused by my international in organizing some concerns or one concern under the system of the CIO but if we are going to combat our enemies we must use their tactics and bring about 100 per cent organization and we can do that if we are really sincere and honest with ourselves and we want these people organized. But some say they are looking out for themselves. That isn't true trade unionism.

I hope this resolution goes through and I know the Teamsters will support this. Sometimes we are criticized because we don't know. I know I called a strike. I don't like people in the labor movement to lie. When I say I am going to support a union I am going to do that. When you go out you find that person has been lying to you. For the benefit of the American Federation of Labor I hope this convention will bring about a sentiment of unity because if we want to continue the unions in America we have to be honest and sincere and we have to stand for what the American flag stands for, democracy and liberty, otherwise you will lose out.

Delegate Hamlin (Meat Cutters No. 618, Boston): To some of the delegates a resolution of this kind may be new but to old timers they will recollect that we had a similar resolution introduced in Worcester at the convention and if I recollect this was referred to the incoming Executive Council. That became the graveyard. Then at the last convention in the same hall here a similar resolution was introduced and at that time it was suggested that the various organizations interested, the teamsters, the building trades, and the service people, get together and we would find a solution as to how to solve the problem of the A. & P. I regret exceedingly to state here on the floor that those representatives of the unions which I mentioned before who agreed to go through with

a certain plan failed. I am not accusing them of anything which is wrong. In all probability they have their own problems and could not devote time to the clerks, but the A. & P. is a different matter.

The A. & P. occupies today the position as did Ford—I will give better wages—but union? When hell freezes over. We don't want any outsider to tell us how to run our business. You remember that how Ford used to act. The A. & P. is repeating it. They came out with big ads in the newspapers telling the communities that our workers are going to work eight hours per day. We are going to do this for our workers but one little thing we want you to do is to have a company union. All the others are good but the company union which is my darling sweetheart which I wouldn't give up for anything. They pay dues, oh, yes! In this company it is the only one that has a company union in existence. We broke up many good A. & P. company unions. The day before yesterday you heard Organizer Murphy telling us you don't know what the CIO is. Remember the day will come and you will have hell to pay.

On one hand we have good union teamsters with union buttons and honest to goodness members of organized labor; on the other hand we have men who are trying to break up organized labor. How can you reconcile that? You can't have half union and half scab. You must have one or the other, and I prefer union. This resolution is for the purpose of trying to organize the A. & P. and we want the State Branch and the other unions to help us. By referring this to the incoming Executive Board you don't help us.

Delegate Kelley (Meat Cutters No. 294, Quincy): As a member of the Resolutions Committee it may be considered somewhat irregular for me to differ with my colleagues but as has been brought out there were two stands on this resolution. I still insist the original stand of the committee ought to be on this particular resolution and is the proper stand. Some resolutions that come before a committee ask that firms be put on the "we don't patronize list". If the delegates would read and digest the facts of this they would better understand it. It was the opinion of those who introduced it no offense to the A. & P., the company or any organization who have contracts with this company. It is directed primarily against the retail store employees of that particular company for fostering and continuing a dual movement, a company union outside the ranks of the American Federation of Labor. This convention would be placed in a most ridiculous position if it went on record as favoring company unions or as favoring the continuation of a company union with the A. & P. stores. This is the position the convention will place itself in unless it votes favorably on Resolution 55.

There is as you read through this resolution nothing that says "do not patronize". It merely has a message asking that our members or organized labor and their families and friends when they purchase articles from these clerks to ask where their union button is or to look for the union button on the clerk. I believe there are other resolutions along the same line which have been brought in through the Label Committee. For many years resolutions against fostering and promoting the company unions were non-concurred with. But this resolution has none of the firms of the previous ones and there is no item of Labor at all. It was drawn

up by one of the most competent labor lawyers in Massachusetts and I think if the delegates read and study it they will see that it will not hurt anyone and the unions or the company but to point out that a company union has been fostered in their stores and I hope this convention will go on record as favoring the adoption of the resolution as read, in other words non-concurrence with the second report of the Resolutions Committee.

Delegate Sullivan (Teamsters No. 25, Boston): I am not an individual delegate here that gets disgusted and I am not going to be placed in a position by any other delegate where he asks assistance of Local 25 and didn't get it and I am not going to stand here and uphold the A. & P. Company. I and my associates possibly know more about the tea company and its company union than any other delegate here. There aren't any of the employees of that company who advocated the company union who are now members of the Teamsters Union who came and joined our union. It was necessary for the Teamsters Union to display some activity in the matter of organization. We don't have to confine ourselves to the tea company. Let us take all the chain stores into the discussion. They all had the company unions and they are 100 per cent organized as far as the Teamsters Union is concerned in the manner of jurisdiction. All of the employees who come under the teamsters' jurisdiction are members of that organization. We had several occasions to sit down with committees, representatives of the organizations who are delegates here with the executive board of the company union and it was agreed that the representatives of the Teamsters 25 would go to their company union meetings and address that group and try to sell them the right organization. What happened? I don't know but the appointments that were made were never kept.

You can criticize the Teamsters Union and we stand being criticized at all times, but we want constructive criticism and don't want to be placed in the embarrassing position most especially to give the impression to new delegates that we are a lot of fakers. That doesn't run true to the teamsters and there isn't anyone here who ever called on 81 Canal Street for assistance that we did not give it to them and help them win a strike.

We are opposed to this resolution and have been for four years. We have to be to protect the people we represent. We are duty-bound if those employees who are members of the various teamsters' organizations if we depend upon them to be delegates at this convention I dare say we wouldn't be here. They have no love for us. But we have to love them because we married them and they are getting no divorce from us only if they participate in a dual organization. Personally, I think the proper procedure is not taken in trying to organize the retail clerks and others that are working for the tea company that are participating in this company union. If there was an attempt made to force them you would be asking for our help and it won't be in the form of a resolution, and we will help you. And a good many here know it. I hope the delegates here will not be persuaded by the previous speakers and ask that this resolution be permitted to prevail. The committee's report is a good one. The A. & P. have us in court, have a decision in the supreme court and all we want is to know how much money it will cost us. We are going to protect our members and we are afraid of nothing. I hope the committee's report is accepted.

Delegate Conroy (Meat Cutters, No. 592, Boston): This is the fourth resolution we have put into this state convention. The first one was in Worcester. It may have been a little discrimination against the A. & P. Company but this resolution if you will read it through you will find nothing in it that is going to give the A. & P. a chance for libel suits. I don't blame Sullivan for sticking up for his men. Naturally, I do the same thing for my men but I know that a lot of retail clerks who were working for that company and joined the union in 1923 are not there today. Those who joined in 1933 are not there. In 1937 when the Meat Cutters was organized, some of them are not there now. They are replaced by company union fellows. I think you should read this resolution through and then come around and see if it says we want to put the A. F. of L. in a bad position. I hope the delegates will pass this Resolution No. 55.

Delegate Harrington (Warehousemen No. 829, Boston): I wish to bring out a few points that the president of Local 25 overlooked. Our local is the Warehousemen's Union and for one and one-half years we tried to get the company union of the A. & P. We had no success. Through Local 25 and some pressure we signed the employees of the A. & P. company within their own warehouse. Last week I signed the third contract for our local union with the A. & P. Tea Company. We received substantial increases in wages and further improvements in working conditions. We have a membership there that we have to protect and it is our duty to do so and we can do it and I agree with Sullivan when he says he does not believe the proper methods have been used to organize the A. & P. employes.

Delegate O'Donnell (Teamsters No. 25, Boston): Mr. Chairman and fellow delegates—I want to bring home to the delegates to this convention that the truck drivers union has been mentioned as an obstacle to the welfare of the trade union movement. I might safely say that the truck drivers unions in Massachusetts have done more to bring the employers of labor to signing agreements with their employes than any other union connected with the American Federation of Labor and we are willing to go along, but the Butcher Workers Union seems to feel we are going to put obstacles in the way of the progress of their organization. They need the support of the truck drivers and the warehousemen and they are not going to get that support if they are going to put them in a position where they can't help you out themselves.

We believe we went over this resolution very carefully and when a delegate gets up here and hasn't the confidence of the people he elected to represent this State Federation of Labor to carry on the business of the convention between the sessions and to guide the destiny, what do they want to elect them for? One of the delegates stated it was thrown into the waste basket. He is not sure of that. I know if there was anything wrong that deterred them from organizing those people it was not the fault of the truck drivers or the warehousemen because they were vitally interested. I wonder what activity they are using themselves to bring about organization, if any. In order to be successful you have to show initiative yourself and then if the truck driver or the warehouseman didn't want to stand by you would have a complaint but we are trying to lead the way and there is no one who will go

into any activity quicker than the teamsters organizations.

Delegate Lee (Meat Cutters No. 609, New Bedford): I have no ax to grind with any organization. I only have my own ax to grind with my own organization. I have never heard of this dual organization and they forced me to belong and carry an A. F. of L. book. But I am proud of it. In 1939 I took the advantage offered me under our constitution of this country to become a labor unionist. I interested others to do so and I was purged out of the employment of this company because of that. That was brought about no doubt by executives of the company who work with their stooges hand in hand. In my line of work I have met all kinds of obstacles. Today I am recognized as one of the members of the American Federation of Labor, the business agent of Local 609 of New Bedford which has had one of the hardest times to become recognized in this hall. Through my efforts to organize the A. & P. employes I have met with all types of opposition. My members when applying for jobs with this company were questioned by the manager, "Are you members of any other organization or are you members of the American Federation of Labor?" If they were they had no chance to get positions. I want to go on record as such, I oppose the defeat of this resolution.

Delegate Halloran (Teamsters No. 25, Boston): The longer you sit here the more you learn. I heard one member here say those who joined in 1933 and at other times were not in his organization now. The teamsters, once they are a union man they stay that way. As far as the A. & P. Company is concerned there are a lot of other companies that employ retail clerks, what about them? There are many stores that have dual organizations. Could you name the A. & P. only when they are signing agreements with so many organizations? I am not much of a talker but you heard Sullivan and Harrington. Harrington told the manner of the way A. & P. Company warehousemen were organized. They worked on them one and one-half years. When elections are held you don't only get votes in the large cities but the small ones are considered too. The same should apply to all stores whether large or small. If this resolution were changed to read "all companies" and drop out the words "A. & P.", that I believe would be favorable to the delegates here.

Delegate Higgins (Teamsters No. 25, Boston): I believe this is the first time I ever stood on the floor to defend the teamsters. At no time have I ever seen a teamster decline to give co-operation. As an individual member I can take you back 29 years ago and I can take you from Boston to Lawrence, and Boston to Providence and Boston to Worcester and your teamsters was a real organization. Back in 1912 during the Street Carmen's strike who was it but the teamsters who gave their co-operation. But we do ask that any organization that is going to do something that they should at least call on the teamsters representatives and make them acquainted with whatever action they are going to take so that they will know. We want to go along with everybody and like to be harmonious. We have just helped the building workers. Everyone agrees that we have co-operated wonderfully when called upon. As an individual I want you to know that our membership feels if they can co-operate with you in any way they are doing so with all their hearts.

Delegate Lally (Meat Cutters No. 592, Boston): Mr. Chairman and brothers assembled—Don't get in your minds that there is a contest here between the teamsters and the retail clerks and meat cutters. Please forget that. In 26 states of these United States the retail employees have been organized into the American Federation of Labor who are working for the A. & P. We want them to be so in Massachusetts and feel they will be if we get the co-operation of all. I talked with these employees. There is a company union by force. There are two or three fellows who beat it around to tell the boss if they express any sentiments and their Americanism. This is a free country and they want to exercise their franchise. This is my first convention. I have received education but I have been somewhat disappointed. We are not trying to hurt the teamsters. We are here for the purpose today to try and get conditions for those employees who go to work at 7.45 a. m. and get out at 12 at night and the only way we can do it is by co-operating.

Delegate Morrissey (Teamsters No. 25, Boston): I rise for the purpose of making a motion. The reason for my motion, Mr. Chairman, is that I think the very life blood which flows through the veins of the meat cutters in this state is due to the activities of the teamsters. I make a motion to refer this resolution back to the Committee on Resolutions and that all interested parties be invited to appear before that committee at a given time to see if this cannot be agreed upon and thereby save the time of the convention.

The motion was adopted.

Delegate Murphy (Bricklayers No. 6, Worcester): I rise to a point of order. I refer you, Mr. Chairman, to the Constitution of the American Federation of Labor, the article which refers to boycott, unfair practices, etc., placed against any company. That particular article you must get before you. I believe you have a Constitution there and all parties concerned and only through their agreeing and by their good will are you able to place a concern on the unfair list. I believe when this goes back it will be well to have a copy of the Constitution with them.

Delegate Kearney (Bartenders and Hotel Employees No. 34, Boston): I move that we suspend further committee reports and proceed to the election of officers.

The voice vote being doubted, the motion was lost, 185 to 113, on a standing vote (two-thirds being required).

Delegate Kearney (Bartenders and Hotel Employees No. 34, Boston): I move that this convention recess for 15 minutes and that the Committee on Resolutions discuss this problem and report back in 15 minutes.

Delegate Douglas (Boot and Shoe Workers No. 1-0, Haverhill): I make a substitute motion that the Resolutions Committee retire to hear both sides of this resolution and the other business of the convention continue in progress.

The substitute motion was adopted.

Delegate Burns continued the report of the Committee on Resolutions as follows:

RESOLUTION No. 69

RESOLUTION OF THANKS

Whereas, For the third successive year the annual Convention of the Massachusetts State Federation of Labor has been held in the city of Boston, and

Whereas, The officers and members of the Boston Central Labor Union, Michael J. Hines of the Brewery Workers, and James F. Burke of the Moving Picture Operators Union have co-operated diligently with the officers of the State Federation of Labor in making suitable arrangements for the convenience, comfort and entertainment of the delegates of this Convention; therefore, be it

Resolved, That the delegates at the 56th Convention express their sincere appreciation for the hospitable and active co-operation of the officers and members of the Boston Central Labor Union, Michael J. Hines of the Brewery Workers, and James F. Burke of the Moving Picture Operators Union in making the arrangements for this Convention so convenient and enjoyable for the delegates, and be it further

Resolved, That we express our appreciation to the management and employees of the Bradford Hotel for the hospitality and assistance rendered to the delegates to this Convention.

The committee recommended concurrence.

Delegate Burns moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 68

PATRONIZE BUSES OPERATED BY MEMBERS OF THE AMERICAN FEDERATION OF LABOR

Whereas, The New England Greyhound Lines, Eastern Greyhound Lines, New England Transportation Company and Johnson Bus Lines are all affiliated with the Amalgamated Association of Street Electric Railway and Motor Coach Operators of America and affiliated with the State Federation of Labor, and

Whereas, The Blue Way Trailways Bus Lines are operating from the Greyhound Bus Terminal, Park Square, under the banner of the Brotherhood of Railroad Trainmen; therefore, be it

Resolved, That the delegates assembled at this Convention convey to their membership that they recommend using buses operated by American Federation of Labor members be patronized, and be it further

Resolved, That assistance be given from the State Federation of Labor of organizing the Blue Way Trailways into the ranks of the American Federation of Labor.

(Submitted by Delegates Henry L. Ratte, Street Carmen No. 1205, Boston; Ernest L. Keenan, Street Carmen No. 246, Salem; Joseph M. Shea, Street Carmen No. 280, Lowell; Charles T. Buchanan, Street Carmen No. 238, Lynn; Thomas E. Wilkinson, Street Carmen No. 235, Brockton, and John H. Leonard, Street Carmen No. 261, Lawrence.)

The committee recommended concurrence.

Delegate Burns moved the recommendation of the committee be adopted.

The motion was adopted.

President Morrissey: I now recognize Delegate Hurwitz, who, I understand, is ready to render a report on the Morgan Memorial dispute.

Delegate Hurwitz (Laundry Drivers No. 168, Boston): Mr. Chairman and delegates—This is a very serious and unkindly report to make in view of the wonderful charitable institution known as the Morgan Memorial. The entire committee was there for one and one-half hours and listened to ministers, doctors and others. Finally I asked, "For what purpose are we here, to take the pickets off, to put them back to work and argue wages and conditions afterwards, or are we here to hear of the wonderful work that Morgan Memorial has been doing in the past 45 years?" The question wasn't answered. A half hour later each one asked the same question and finally it was answered "no." We asked, "Are you willing to arbitrate?" "No." "Are you willing to go back to your executive board of this great institution and tell the board we will waive a closed shop even though we asked for 75 cents for drivers who are now receiving only 53 cents, even though we ask for an increase for the helper who is receiving 16 cents, only, perhaps we can come to an understanding, an amicable adjustment that would be satisfactory to both sides." They said "no." I again said to Mr. Moore, "In my opinion I think you are against unions." He said, "Not exactly." Mr. Jennings then said, "I think you object to unions." He said, "That is true." We shifted back and forth and didn't get anywhere until finally the speaker informed the Morgan Memorial board of directors that not alone would the pickets continue on the streets with the placards but also the Massachusetts Federation of Labor convention has given the committee full power to use every method to acquaint the public with the miserable conditions and the arbitrary action of the Morgan Memorial, and their attorney said, "It is all right with us." We left, however, with this action, he is going to call a meeting of his board of directors but he will not advise them to arbitrate, and Monday morning your committee will meet the Morgan Memorial directors at the State Board of Arbitration and I understand James Moriarty will be present. Whether they are going to change their minds between now and Monday remains to be seen but the Teamsters are going to continue the picketing of the Morgan Memorial Institute until they agree to arbitrate and we ask the co-operation of the entire labor movement to give to the Teamsters what the Teamsters are giving to you.

Delegate Nealey reported for the Committee on Officers' Reports as follows:

Your Committee on Officers' Reports, after perusing the Joint Report of the Officers and Executive Council, finds many things to comment on. We render the following report:

We commend the activities of President Morrissey who has accepted assignments to the Advisory Committee for National Defense Training (Page 3). On this same page, we call the attention of the delegates to the report regarding organization of textile workers in New Bedford, special mention being made of Frank P. Fenton, Director of Organization; John J. Murphy, organizer for New England, and S. P. Jason, President of the New Bedford Central Labor Union. We feel that the New Bedford situation will redound to the credit of our labor movement generally.

The total number of affiliations to our State Branch now amounts to 624 (Page 5). It has been pointed out in the report that our officers have been rendering increased service and have been making an extraordinary effort in pressing for favorable enactment of labor legislation.

We direct the attention of the delegates to the report of the President in which he reports the part played by Labor representatives in defeating the proposals of the Boston Edison Company to take away from the Boston Elevated Railway Company the power plant, which may properly be called the heart of the Elevated System (Page 6).

The Vice-Presidents reports (Pages 7-17) need no comments from your committee. They are in the printed record and no doubt have already been read by the delegates.

Secretary-Treasurer Taylor attended the 60th annual convention of the American Federation of Labor held in New Orleans (Pages 18-19). He makes special reference to the stirring address of Sir Walter Citrine.

Regional Conferences are productive of good results and have been the means of giving to the rank and file an outline of purposes and policies of our State Branch of the American Federation of Labor (Page 45).

Your committee has given consideration to the recommendation of the Executive Council to invest \$10,000 of our funds in purchasing National Defense Bonds (Pages 46-47). We approve the recommendation of the Executive Council and we further recommend that all affiliated unions register with the State Branch the amount of bonds they, as individual unions, have purchased.

Under the title of "Social Security", we quote "Social security is our insurance for the community just as much as for the individual. Congressional re-occupation with defense measures should stimulate and not retard the enactment of needed new services and expansion of existing provisions." (Page 47.) We recommend the continuance of efforts to liberalize the Social Security Act.

Our Officers' Report presents three major defects in the operation of the present system of Old-Age and Survivors Insurance Benefits (Page 48). We ask the delegates to study this report and make known their wishes in respect to this legislation.

Under the title of "Unemployment Compensation", we call attention to the report of the Division of Unemployment Compensation for the year ending June 30, 1941, which shows that the Unemployment Compensation Trust Fund amounted to \$90,246,385.60 (Page 50). In this connection, too, we feel that mention should be made of the fact that the merit rating plan will be effective January 1, 1942. Regardless of our doubts as to the feasibility of the merit rating plan, we feel that we should bend our efforts to securing increased payments as compensation for workers who are unemployed.

Your officers make reference to representation on the Advisory Council of the Division of Unemployment Compensation and the inference is that Labor is not properly represented (Page 53). Your committee feels that the delegates should be cognizant of this fact and we should make every effort to secure proper representation. A strong and sustained effort should be made to the Governor for the appointment of proper Labor representatives.

Under the title of "Department of Labor and Industries" (Page 55), we note reference to the splendid manner in which the Department of Labor and Industries has been administered by Commissioner James T. Moriarty. We feel in this respect that labor direction and labor experience has been demonstrated in the administration of this department.

Under the title of "Conciliation and Arbitration" (Page 56), we think the public's attention should be directed to the number of cases that have come before the State Board of Conciliation and Arbitration, which shows the evident

desire of labor organizations and their representatives to conciliate and arbitrate differences before recourse to strikes.

Under the title of "Labor Injunction" (Page 59), your committee has given a great deal of time and space to this situation. We find that Labor is constantly striving to properly present their cause before the courts. We find, too, a greater liberality existing in interpretations by the courts of Labor's rights.

The convention has already heard an address by John Carroll, who is a Member of the Massachusetts State Housing Board (Page 60) and the Boston Housing Authority. Needless to say, we commend the activities of Mr. Carroll and the officers of the Massachusetts State Federation of Labor in their efforts relating to housing legislation.

Special mention should be made on the report under the title of "Public Utilities" (Page 62). Our committee feels that Harry Russell, Chairman of the Public Utilities Committee, should amplify this report.

Under the title of "Report of Committee on Education" (Page 63), the delegates have already been supplied with printed report of the Labor Seminar held at the Massachusetts State College in Amherst.

We direct the attention of the delegates to the Officers' Report relating to the National Labor Relations Board (Page 64). This record speaks for itself.

Under the title of "Work Projects Administration" (Pages 64-65), which relates to the statistics regarding the number of workers employed under this Federal Administration Project from January 1940 through June 1941, your committee makes no comment.

Under the title of "Fair Labor Standards Act" (Page 65), your committee feels this act has been of immeasurable benefit to working people and we commend the vigilant and vigorous prosecution by the regional board of violators of the law.

National Youth Administration (Page 66) has been discussed through the appearance of John Donovan, Director, who has already addressed this convention.

The report of the Committee on Savings Bank Life Insurance (Page 67) has been signed by 34 Labor representatives which should commend this form of insurance to our labor organizations.

Under the title of "Massachusetts Labor Relations Commission" (Page 69), your committee realizes that the officers of the State Federation have given a great deal of time and attention to cases that have been brought before this commission through petition of affiliated and unaffiliated unions. It is felt that every effort should be made to remove the handicaps which this report develops.

Workers' Education (Page 70), no reference needed.

Labor Press (Page 71), no reference needed. Industrial Accident Board (Page 72), no reference needed.

Respectfully submitted

E. A. JOHNSON, Chairman
 JAMES J. O'BRIEN
 MATTHEW J. McLAUGHLIN
 GEORGE T. DOUGLAS
 MARTIN J. CASEY
 LAURENCE E. PRATT
 JOHN F. WADE
 HOWARD H. LITCHFIELD
 HARRY P. HOGAN
 CHARLES T. BUCHANAN
 LEONARD A. RYAN
 WILLIAM A. NEALEY
 ARTHUR T. HOWARD
 ALLEN P. NICKERSON
 JOSEPH GUILBEAULT

Delegate Nealey moved the report of the committee be adopted.

The motion was adopted.

Delegate Velleman (Stenographers and Typists No. 14965, Boston): I desire to make a privilege motion, Mr. Chairman—I move that we suspend the rules and remain in session until the work of the convention is completed.

The motion was adopted.

Delegate Burns continued the report of the Committee on Resolutions as follows:

RESOLUTION No. 40

NEWSPAPER ADVERTISING

Whereas, We go on record at this convention as members of this progressive Massachusetts State Federation of Labor for the safeguarding of the future welfare of our employment and income, and

Whereas, We hereby encourage the use of newspaper advertising in preference to radio advertising, and

Whereas, The newspaper is a permanent reference medium, employing thousands of our affiliated brothers, working under good conditions and fair wages, with daily existence depending upon it, we must of necessity guard its patronage; therefore, be it

Resolved, That we pledge our support, our every effort, to encourage newspaper advertising, with its many dependent employees, newspapers being permanent record.

[Submitted by Delegates John Connolly, Bookbinders No. 176, Norwood; Martin J. Casey, Electrotypers No. 11, Boston; Joseph A. Dart, Pressmen No. 85, Springfield; Anthony J. DeAndrade, Paper Handlers, Plate Boys and Press Clerks No. 21, Boston; W. F. McLaughlin, Pressmen No. 18, Boston; Daniel E. Duane, Central Labor Union, Norwood; Edward T. Gay, Pressmen No. 67, Boston; William J. Harris, George W. Lansing and Stephen W. Fardy, Newspaper Pressmen No. 3, Boston, and John H. Coughlin, Stereotypers No. 2, Boston.]

The committee recommended concurrence.

Delegate Burns moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 38

INDUSTRY TO PROVIDE WORK OPPORTUNITY

Whereas, The figures of production show a constant, steady increase per worker over a period of years until an all-time peak was reached in 1936, and

Whereas, These figures prove that less and less consideration is being given to the workers by the ever increasing demands for more and more production at reduced costs with an ever increasing cost to the consumer, and

Whereas, A system has been growing whereby workers are being employed only at the convenience of industry, resulting in the loss of opportunity for employment and reduced wages due to part-time employment, which finally resulted in the "recession" of the past year, and

Whereas, The failure of industry to provide employment has forced our government to provide means whereby millions of the un-

employed can secure the bare necessities of life, resulting in increased taxes; therefore, be it

Resolved, That we, the delegates to the 56th annual convention of the Massachusetts State Federation of Labor, do hereby call upon industry to waken to the fact that the constant drive to eliminate opportunity for employment can only result in destruction of industry itself through reduced purchasing power of the workers, and be it further

Resolved, That we call on industry to restore opportunity for, and to provide employment for, those willing and able to work.

[Submitted by Delegates John Connolly, Bookbinders No. 176, Norwood; Martin J. Casey, Electrotypers No. 11, Boston; Anthony J. DeAndrade, Paper Handlers, Plate Boys and Press Clerks No. 21, Boston; W. F. McLaughlin, Pressmen No. 18, Boston; Joseph A. Dart, Pressmen No. 85, Springfield; George W. Lansing, William J. Harris and Stephen W. Fardy, Newspaper Pressmen No. 3, Boston; Daniel Duane, Central Labor Union, Norwood; Bertram W. Kohl, Central Labor Union, Boston; Edward T. Gay, Pressmen No. 67, Boston, and John H. Coughlin, Stereotypers No. 2, Boston.]

The committee recommended concurrence.

Delegate Burns moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 66

PROTEST AGAINST AWARDED CONTRACTS TO BARLETTA COMPANY

Whereas, The Boston newspapers this morning carried releases to the effect that a contract for a substantial portion of the work on the dirigible base to be built in the towns of South Weymouth, Rockland and Abington has been awarded to V. Barletta and Company, of Boston, and

Whereas, The said Barletta firm has been in the past notorious for its non-union activities, and

Whereas, The awarding of a contract to this firm while persisting in its present labor policy can only result in creating conditions on the job which will not be for the best interests of the defense program now; therefore, be it

Resolved, That the 56th annual Convention of the Massachusetts State Federation of Labor in convention assembled go on record as protesting the awarding of this contract to the Barletta Company, and be it further

Resolved, That copies of this resolution, with accompanying data concerning the labor record of this company, be sent to the awarding authorities and to the Office of Production Management.

[Submitted by Delegates Allen P. Nickerson and James F. Clark, Teamsters No. 653, Brockton; Herbert S. Ferris, Electrical Workers No. 223, Brockton; Kenneth J. Kelley, Meat Cutters No. 294, Quincy; Horace Caron, Carpenters No. 1305, Fall River; Daniel J. McCarthy, Central Labor Union, Fall River; Raymond A. Dooley, Building Laborers No. 610, Fall River; John J. Byrnes, Painters, No. 75, Fall River; William J. Carey, Boot and Shoe Workers No. 33, Brockton; Bernard F. Smith, Central Labor Union, Brockton; Raymond A. Christensen, Painters No. 11, Boston; A. Pearlstein, Teamsters No. 259, Boston; Edward P. Reardon, Teamsters No. 831, Boston; Henry H. Bowles, C. Hammond, Roland E. Dube, Joseph Lapointe and Frederick A. Snell,

Carpenters No. 1416, New Bedford; John M. Sullivan, Teamsters No. 25, Boston; Chester G. Fitzpatrick, Leonard A. Ryan, Oscar Johnson and Thomas J. Enwright, Teamsters No. 170, Worcester; Charles A. Burns and John J. Del Monte, Teamsters No. 379, Boston, and John W. Knox, Carpenters No. 1550, Braintree.)

The committee recommended concurrence.

Delegate Burns moved the recommendations of the committee be adopted.

Delegate Carroll (Cement Finishers No. 534, Boston): I am glad that you would ask the Army and Navy to cancel that contract. It is the proper thing to do and I believe they can and should cancel it. They did it within the past few days on another matter and I think our reason is just as justifiable and I cannot see for the life of me, and I don't know who presented the resolution, but I am with it 100 per cent and sincerely hope we will make the resolution stronger and much stronger and ask for his removal. If the subcontractor enters into an agreement with the Washington office, whether they reduce their overtime from double to time and one-half; an executive order has gone to all departments of the government concerned with construction seeing to it that the time and one-half would have to substitute for the double time even though employer and employee opposed. I hope this resolution not only will be adopted but I hope this resolution or that you will request the head of the Navy Department to award this contract to others regarding that part of the contract given to them as they are not right.

Delegate Burns (Teamsters No. 379, Boston): Yesterday when we received the information we contacted E. A. Johnson of the Building Trades and tried to have him enter a protest immediately to Washington to see if we could have it taken from him due to the fact that we believe we would have the biggest part of the work on this if Barletta got the job. Instead of doing that he went to the phone and called Barletta on the telephone and he was told that there was nothing he, Barletta, could do about it because Stuart and Turner would be on the job and he couldn't help but be union as it would be required of him because of those two contractors, and he would have to be union whether he liked it or not. At the same time I suggested we get together to talk this over. He said there was no need of it at this time. I asked Johnson to call the Turner Construction Company and request them to call a meeting whereby all the building tradesmen will be called to his office and summons in Barletta and prove what his intentions were. That is as far as I know. It may come up before the building trades on Monday morning. When we heard that Barletta was a low bidder we put in this resolution because we want the delegates to know about it.

Delegate Carroll (Cement Finishers No. 534, Boston): He was not a low bidder, far from it. He was called in. I will not accept any agreement that he entered into. I have no desire to let our men work for him under any circumstances. The man, 24 hours before he got the job, didn't know it was in existence. A low bidder, a low bidder nothing! There is no 11th hour convention with Barletta with me.

Delegate Urbati (Tile Layers No. 8, Boston): If I understand rightly, he said he was going to operate union solely because

the Turner Company and the Stuart Company were going to operate union, not because he wanted to, but because he had to. I am in favor of a recommendation to the committee that the Barletta Company, that every means be taken to keep them off the Weymouth job.

Delegate Suprenant (Painters No. 257, Springfield): As a former president of the building trades in Springfield I had no use for the Barletta concern. Perhaps in the East they didn't have the trouble we had but I hope to tell the delegates that he was never any good and never will be. He never operated union outside of Boston and never will. I hope the delegates to this convention will take consideration of the resolution.

Delegate Urbati (Tile Layers No. 8, Boston): I make an amendment that the Barletta Company be kept off the job in Weymouth if it is within the power of the Massachusetts State Federation of Labor to do so.

The amendment was adopted.

The motion, as amended, was then adopted.

RESOLUTION No. 71

DISAPPROVAL OF POLICY OF COLONIAL BEACON OIL COMPANY

Whereas, The Colonial Beacon Oil Company, marketers of Esso gasoline and products, located at 378 Stuart Street, Boston, who use 16 millimeter moving picture films as one of their mediums of advertising their products where the following subjects are used: namely, "Safari on Wheels," "News of the Air," "Friction Fighters," "From New Lands to Old" and "The Great Silk Route," and

Whereas, The Colonial Beacon Oil Company engages promoters to display their films who do not employ union members of the International Alliance of Theatrical Stage Employees and Moving Picture Operators Union of United States and Canada, and

Whereas, In an attempt to prevent placement of unemployed members of the above alliance, the Colonial Beacon Oil Company's agents have encouraged the organization of a CIO union for the purpose of defeating our request for employment of members affiliated with the Massachusetts State Federation of Labor; therefore, be it

Resolved, That the Massachusetts State Federation of Labor, now assembled at its 56th annual Convention, does disapprove the action of the Colonial Beacon Oil Company and does hereby place the above products on the "We Don't Patronize" list until such time as the Colonial Beacon Oil Company engages union men affiliated with the International Alliance of Theatrical, Stage Employees and Moving Picture Machine Operators Union of United States and Canada, American Federation of Labor.

(Submitted by Delegates Benjamin G. Hull, Central Labor Union, Westfield; Charles E. Caffrey, Central Labor Union, Springfield; Arthur J. Payette, Moving Picture Operators No. 186, Springfield; Michael J. Casey, Stage Employees No. 53, Springfield; Sidney E. LeBow, Central Labor Union, Lowell; A. C. Tilley, Federal Labor Union No. 18518, Chicopee; James F. Burke, Moving Picture Operators No. 182, Boston, and Henry C. Murray, Paper-makers No. 372, Fitchburg.)

The committee recommended concurrence.

Delegate Burns moved the recommendation of the committee be adopted.

Delegate Hull (Westfield Central Labor Union): Mr. Chairman, I wish to explain to the delegates here the situation that we are confronted with in the moving picture industry. A few years ago the 16 millimeter film came into view. It doesn't require a licensed operator to produce them but they are only produced for the purpose of commercialism. Our International Alliance in convention voted that that work comes under our jurisdiction. We have tried to place union operators who are unemployed wherever these films are being shown. Recently the Colonial Beacon Oil Company displayed some pictures in Springfield and I contacted with the committee one of their agents. He informed me that the Esso people in Boston were organized and had CIO operators. Now, there is no such thing as a CIO operators union but they are at the present time attempting to organize a union that is in conflict with ours, which has been in existence for nearly 50 years. These men that they are trying to organize are not operators in the first place. They have jobs in factories and other spots and they are doing this in their spare time. The question of price is not involved. When I contacted this so-called agent he, Mr. Crosby, in Springfield, who has, I understand, about nine operators doing this work from Canada to New Haven, said he would not be able to do any business with us for about a week as he didn't know just what the condition was in Boston. He immediately attacked me in the press that I was trying to monopolize the business. I was simply trying to place our unemployed members at work. I, of course, answered him in the press. I contacted the Colonial Beacon Oil Company here in Boston trying to get them to instruct their agents to use union moving picture operators and they told me they knew nothing about the CIO, that it was Mr. Crosby who had passed the buck and he has held meetings already with the intention of forming this union. Up to this hour we expected to hear from Noyes of the Colonial Beacon Oil and haven't heard from him. I want to impress you when you go to gatherings where these films are shown, insist that union operators are being used. I will name some of the features that are being displayed at the present time by the Esso people: Safari on Wheels, News in the Air, Friction Fighters, Design for Power, From New Lands to You and the Great Silk Route.

This company spends considerable on advertising. They ought to be able to engage our men to do their work. We patronize them but I want to assure you that members of our International Alliance will not patronize them until such time as they recognize our organization.

The motion was then adopted.

Delegate Wilkinson reported for the Committee on Credentials, stating that 465 delegates had been registered and seated.

Delegate Burns continued the report of the Committee on Resolutions as follows:

RESOLUTION No. 70

RESOLUTION OF THANKS

Whereas, The 56th Convention of the Massachusetts State Federation of Labor has provided a most useful forum for the discussion and determination of policy and for the enlightenment of our delegates as to social and economic problems, and

Whereas, The success of this Convention has, in large measure, been due to the presence

and participation of distinguished guests who have provided valuable and interesting information to our delegates; therefore, be it

Resolved, That the 56th annual Convention express its sincere appreciation to the following speakers who have contributed so substantially to the State Federation itself and the individual delegates personally by their participation in this Convention: John J. Kearney, President, Boston Central Labor Union; Rev. Michael F. Costello of the Holy Cross Cathedral, Boston; James H. Mooney, representing the Mayor of the City of Boston; Col. Philip B. Fleming, Administrator of the Wages and Hours Division of the United States Department of Labor; John L. Donovan, Jr., Administrator, National Youth Administration in Massachusetts; Dr. A. O. Blackhurst, British Admiralty Officer, Toronto, Canada; Ralph G. Diehl, representing Union Labor Life Insurance; Fred J. Graham, Division of Unemployment Compensation; John Carroll, Housing Authority; Gov. Leverett Saltonstall; Rudolph Marginot, Office of Production Management, Washington; Daniel J. Doherty, Defense Savings Staff of the U. S. Treasury; Col. John J. McDonough, Regional Administrator, Work Projects Administration; John J. Murphy, Regional Organizer, American Federation of Labor; Clarence G. McDavitt, Training Within Industry, Office of Production Management; Denis W. Delaney, Administrator, Work Projects Administration in Massachusetts; Morris Blumberg, United Garment Workers of America; Lord Marley of London, England; Dr. Max Lerner, Professor of Government, Williams College; Robert J. Watt, International Representative, American Federation of Labor; James J. Henchey, Chief Air Raid Warden, Boston Police Department; Frank P. Fenton, Director of Organization, American Federation of Labor, and James T. Moriarty, Commissioner of Labor and Industries.

The committee recommended concurrence.

Delegate Burns moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 67

ARMY AND NAVY LAUNDRY CONTRACTS

Whereas, The members of the Laundry Workers Union and Laundry Drivers Union enjoy union wages and union conditions of employment, and this in spite of much opposition from some laundry operators, and

Whereas, The laundry work from the Army and Navy camps, forts, yards, etc., in New England is being done in the family and commercial laundries of the district, much of it on contract, and

Whereas, Much of this work is being done in plants where neither the laundry workers nor the drivers are organized and the employer is definitely opposed to the organization of his employees and where sub-standard wages and conditions prevail, and

Whereas, There is practically no investigation made by the Army or Navy of the statements contained in the bids submitted and alleged false statements are made, and

Whereas, This work could well be done in those plants where the laundry workers and the drivers are organized and working under union agreements; therefore, be it

Resolved, By this 56th annual Convention of the Massachusetts State Federation of Labor that all efforts be made to see that all state-

ments contained in such bids be investigated before the award of any contract, that wages paid and employment conditions be considered, and that any plant which bids on government work be thoroughly inspected and its record with the State Department of Labor and Industries be checked, and be it further

Resolved, That the President of the Massachusetts State Federation of Labor appoint a committee to confer with the government officials having charge of letting such contracts and that this committee call on the proper officers at the Army camps and forts and Navy stations to try to bring this work to the laundries, where the inside workers and the drivers are members of the American Federation of Labor.

(Submitted by Delegates Nathan Hurwitz, Teamsters No. 168, Boston; Charles F. Hanson, John H. Loughlin and Charles A. Armstrong, Teamsters No. 82, Boston; John F. Donovan and Helen Symanski, Laundry Workers No. 66, Boston; Austin E. Curtin, Firemen and Oilers No. 3, Boston; John J. Del Monte and Charles A. Burns, Teamsters No. 379, Boston; Frank G. Morrill, Machinists No. 1451, Quincy; Robert E. Meehan, Machinists No. 634, Charlestown; Thomas Freeman, Machinists No. 264, Boston; M. J. O'Donnell, Teamsters No. 25, Boston; J. E. Paquin and Myles Burke, Federal Labor Union No. 18385, Springfield; George E. Hayes, Post Office Clerks No. 497, Springfield, and James E. Walsh, American Federation of Government Employees No. 178, Springfield.)

The committee recommended concurrence.

Delegate Burns moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 68

APPRECIATION FOR U. S. DEPARTMENT OF LABOR EXHIBITS

Whereas, It is a recognized fact that one of the important factors in the defense program is unity of purpose and co-operation in production, and

Whereas, There is a lack of understanding on the part of the public in regard to Labor's problems and especially in regard to the sincere effort on the part of Labor to uphold defense and at the same time maintain its ideals and standards of living, and

Whereas, The Department of Labor, through its exhibits, is endeavoring to overcome the situation by acquainting the public, industry and Labor itself with the aims and ideals of Labor's program; therefore, be it

Resolved, That this Convention of the Massachusetts State Federation of Labor express its appreciation for the exhibits displayed at this Convention and recognize the contribution that the exhibits work of the United States Department of Labor is making in support of Labor and the defense program.

[Submitted by Delegates Harry A. Russell, Engineers No. 849, Boston, and Michael F. Lynch, Boot and Shoe Workers No. 703, Haverhill.]

The committee recommended concurrence.

Delegate Burns moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 56

EXPANSION OF STATE ARBITRATION AND CONCILIATION BOARD

Whereas, The tremendous expansion of unions throughout the commonwealth has greatly increased the work of the State Board of Conciliation and Arbitration, and

Whereas, The speedy disposition of differences and cases referred to the board is essential to national defense, and

Whereas, The functions of the board have come to assume increasing importance, and

Whereas, The long but unavoidable delays in rendering decisions and awards is due to the great increase of the work that has been placed upon the personnel of the Board of Conciliation and Arbitration; therefore, be it

Resolved, That the Massachusetts State Federation of Labor assembled in Convention at Boston, Mass., August 4, 1941, instruct the Executive Council to take necessary action to provide for an expansion in the facilities of the State Board of Conciliation and Arbitration which will enable it to render speedier service in matters referred to it for consideration.

[Submitted by Delegates James F. Curley, William Kelly, Edward J. Haley and John J. Conroy, Meat Cutters No. 592, Boston; James G. Linehan, Meat Cutters No. 75, Boston; H. H. Litchfield, Central Labor Union, Cambridge; William H. McCue and Arthur J. Levesque, Meat Cutters No. 71, Lynn; Herbert A. Lee, Meat Cutters No. 609, New Bedford; Thomas E. O'Brien, Meat Cutters No. 219, Amesbury; Bernard S. Kenney, Retail Clerks No. 1445, Boston; Sylvio H. Leblanc and Dorothy B. DeLoird, Central Labor Union, New Bedford; S. P. Jason and Octavio Veveiros, Teamsters No. 59, New Bedford; John D. Connors, Teachers No. 263, New Bedford, and Kenneth J. Kelley, Meat Cutters No. 294, Quincy.]

The committee recommended concurrence.

Delegate Burns moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 23

TAX ON RADIO STATIONS

Whereas, Radio advertising is a serious competitor to newspapers and magazines in the advertising field, and has a tremendous advantage over publishers because: First, of the comparatively small investment involved in premises, plant and equipment in radio stations; second, because of the small number of employees engaged by radio stations; third, because of the practice of rebates which causes practically all contracts to be placed through agencies, and lastly, because they are very lightly taxed at present; and

Whereas, This unfair competition has been serious, not only in terms of advertising revenues, but also to the jobs of printing trades workers, and

Whereas, Congressman Lawrence J. Conery of the seventh congressional district has filed with Ways and Means committee in the House of Representatives, a bill, H. R. 4806, and

Whereas, This legislation would levy a tax of from 10 to 20 per cent upon the gross income of radio stations; therefore, be it

Resolved, That the Convention endorse this bill, and wire to every congressman in the

House and the senators from Massachusetts to ask their support, and commend Congressman Conery.

[Submitted by Delegate John F. Wade, Central Labor Union, Lawrence.]

RESOLUTION No. 43

TAX ON RADIO STATIONS

Whereas, Labor has always opposed monopoly in any form, and

Whereas, During the past ten years, through the holding of and domination of others possessing radio franchises, issued by the government and for which the government receives nothing, two networks have received net profits of more than \$62,000,000 after deductions of more than \$11,000,000 for depreciations, on investments of less than \$4,700,000, and

Whereas, During this same period more than 25,000 printing trades workers have been deprived of their job opportunities while several times that number have been deprived of better wages, lesser weekly hours and better working conditions as a result of millions of dollars (1940 alone—\$200,000,000) of advertising being diverted from printed pages to radio broadcasting, and

Whereas, Through the good work of Congressmen Arthur Healey and Raymond McKeough, ably assisted by Congressmen Conery and Wigglesworth, the Ways and Means Committee have recommended and the House of Representatives have levied a franchise tax on the sales or radio broadcasting which will make the competition of this monopoly less severe, and

Whereas, These franchises will affect only 240 of the larger 765 commercial radio broadcast stations, mainly those controlled or influenced by the radio network monopoly; therefore, be it

Resolved, That this convention direct its officers to call upon Senators David I. Walsh and Henry Cabot Lodge to insist that these taxes on radio broadcasts at stations be approved by the Senate and made applicable for the present year, the same as other taxes in the same legislation.

[Submitted by Delegates John Connolly, Bookbinders No. 176, Norwood; Martin J. Casey, Electrotypers No. 11, Boston; Anthony J. DeAndrade, Paper Handlers, Plate Boys and Press Clerks No. 21, Boston; W. F. McLaughlin, Pressmen No. 18, Boston; Joseph A. Dart, Pressmen No. 85, Springfield; George W. Lansing, William J. Harris and Stephen W. Fardy, Newspaper Pressmen No. 3, Boston; Daniel E. Duane, Central Labor Union, Norwood; Bertram W. Kohl, Central Labor Union, Boston; Edward T. Gay, Pressmen No. 67, Boston, and John H. Coughlin, Stereotypers No. 2, Boston.]

The committee recommended that Resolutions 23 and 43, combined, be adopted.

Delegate Burns moved the recommendation of the committee be adopted.

The motion was adopted.

Delegate Russell continued for the Committee on Resolutions as follows:

RESOLUTION No. 18

WAGE INCREASE FOR STATE EMPLOYEES

Whereas, The constantly rising cost of living is working a hardship on all persons receiving small salaries, and it is reasonable to ex-

pect that further increases in the cost of living may be expected which will make it even more difficult for persons in the low salary group, and

Whereas, Many private employers have recognized these circumstances and accordingly increased the salaries and wages of their employees, and

Whereas, the increased activity in national defense has necessitated an enlargement of the personnel of the various federal departments, and that therefore many conscientious and efficient state employees have been attracted to the federal service, because of more lucrative salaries for the same duties they performed for the state; therefore, be it

Resolved, In the interest of a continuation of efficient public service in the various departments of the commonwealth that all permanent civil service employees in the classified service receiving \$2500 or less per year be given a 15 percent increase in salary at the earliest possible date, and be it further

Resolved, That copies of this resolution be sent to the Governor of the commonwealth and to the legislative bodies in the commonwealth.

[Submitted by Delegate William V. Ward, American Federation of State, County and Municipal Employees No. 39-3, Boston.]

The committee recommended non-concurrence.

Delegate Russell moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 65

CONSERVATION OF GASOLINE DURING EMERGENCY

Whereas, We the undersigned representatives of Amalgamated Association of Street Electric Railway and Motor Coach Employees of America, are confronted by a situation in connection with the so-called, be neighborly or share the ride program proposed by the Federal Fuel Administrator Mr. Harold L. Ickes in his drive for conservation of gasoline, and

Whereas, If this proposed program is carried out, thousands of our members in the mass transportation industry will be thrown out of employment and it would seriously deplete the earnings of all mass transportation companies in Massachusetts, and

Whereas, We believe that the fairest, most economical and efficient way to aid in national defense in the conservation of gasoline is to educate the public to ride in mass transportation vehicles which, considering their passenger capacity, occupy less space on the highways than the smaller individually owned automobiles and consume far much less gasoline per person, and

Whereas, We believe that mass transportation would further conserve other vital commodities such as rubber, aluminum, steel and lubricating oil which are vital in the promotion of national defense; therefore, be it

Resolved, That this Convention go on record in favor of aiding in the national defense program by appealing to the people of Massachusetts to co-operate with the national administration by the constant use of mass transportation vehicles, trolley cars, trolley busses and gasoline busses in traveling to and from their homes.

(Submitted by Delegates Joseph M. Shea, Street Carmen No. 280, Lowell; William Gillespie, Street Carmen No. 1038, Boston; Henry L. Ratte, Street Carmen No. 1205, Boston; John H. Leonard, Street Carmen No. 261, Law-

rence; Thomas Wilkinson, Street Carmen No. 235, Brockton; Graham Malloch, Central Labor Union, Malden; E. A. Raleigh, Street Carmen No. 448, Springfield; John J. Cronin, Street Carmen No. 589, Boston; John M. Shea, Street Carmen No. 22, Worcester; William J. Sullivan and Charles T. Buchanan, Street Carmen No. 238, Lynn; Frank J. Halloran, Teamsters No. 25, Boston; Sidney E. LeBow, Central Labor Union, Lowell, and Robert J. Eagan, Street Carmen No. 251, Quincy.)

The committee recommended concurrence.

Delegate Russell moved the recommendation of the committee be adopted.

The motion was adopted.

Delegate Russell, Chairman, Committee on Resolutions: I again refer you to Resolution 55 which was the cause of considerable debate. To the old timers of this organization there was a feeling perhaps that we weren't going to have any action or fun at all. We found the finest display of trade union spirit in the committee this afternoon that I have seen in years. One of the signers of the resolution made the motion that is now the unanimous report of your committee on Resolution 55 and that is "That the matter be referred to the incoming Executive Council for action within 60 days."

Delegate Russell moved the recommendation of the committee be adopted.

The motion was adopted.

RESOLUTION No. 12

SUPPORT OF UNITED HATTERS UNION LABEL

Whereas, The union label is your protection against inferior foreign and non-union wearing apparel, and

Whereas, During the past sixty years the union label has been placed in union-made hats and caps, and

Whereas, During the present year the union label is being placed in union-made hats for women and children; therefore, be it

Resolved, That when buying any article of headwear for men, women and children we pledge ourselves to buy such headwear as bears the union label of the United Hatters, Cap and Millinery Workers Union.

[Submitted by Delegate Charles Morris, Hatters No. 65, Boston.]

The committee recommended concurrence.

Delegate Russell moved the recommendation be adopted.

The motion was adopted.

RESOLUTION No. 13

SUPPORT OF UNITED HATTERS UNION LABEL

Whereas, The union label is your protection against inferior foreign and non-union wearing apparel, and

Whereas, During the past sixty years the union label has been placed in union-made caps and hats for men and boys, and

Whereas, During the present year the union label has been extended to cover women's and children's hats; therefore, be it

Resolved, That when buying any article of headwear for men, women or children we

pledge ourselves to buy such bearing the union label of the United Hatters, Cap and Millinery Workers Union.

[Submitted by Delegate Charles Morris, Hatters No. 65, Boston.]

The committee recommended concurrence.

Delegate Russell moved the recommendation be adopted.

The motion was adopted.

RESOLUTION No. 59

SUPPORT OF WOMEN IN INDUSTRY

Whereas, The defense program is bringing many women into industry, and

Whereas, This creates a special problem in maintaining labor standards since lower pay for women workers undermine the wage standards of men workers, and

Whereas, The organization of women workers into the American Federation of Labor is of primary importance; therefore, be it

Resolved, That this Convention approve and endorse the attempts by organized labor for organizing women workers in industry, and be it further

Resolved, That the Convention endorse all legislation which protects the health and well-being of women in industry.

[Submitted by Delegates Louis J. Blender, Distillery Workers No. 8, Boston; Aaron Velleman, Federal Labor Union No. 14965, Boston; Betty Sklovitz, Ladies Garment Workers No. 291, Malden; Lea Carle, Ladies Garment Workers No. 360, Fitchburg; Anna Cristiano, Federal Labor Union No. 20567, Malden; A. R. Weeber, Brewery Workers No. 14, Boston; M. J. Hines, Bottlers and Drivers No. 122, Boston; Alphonse Thompson, Brewery Workers No. 119, Lawrence; Max Hamlin, Meat Cutters No. 618, Boston; Michael F. Lynch, Boot and Shoe Workers No. 703, Haverhill; Eva M. Rankin, Waitresses No. 112, Boston; Thomas Ryan and Austin Curtin, Bricklayers No. 3, Boston; Paul Mikonis, Paper Makers No. 204, Haverhill; Clarence Gendron, Teamsters No. 437, Haverhill; Joseph Stefani, Cooks and Pastry Cooks No. 186, Boston, and Mary Levin, Ladies Garment Workers No. 75, Boston.]

The committee recommended concurrence.

Delegate Russell moved the recommendation be adopted.

The motion was adopted.

RESOLUTION No. 63

UNION LABOR LIFE INSURANCE

Whereas, Every organized wage earner seeks security for himself in his old age, and protection for his dependents in the event of his untimely passing, and

Whereas, It is seldom within the ability of the wage earner to provide for himself and his family and estate sufficient to enable his retirement in comfortable and decent circumstances at the end of his working life, or to ease the economic shock suffered by his family in the event of his death, and

Whereas, The Union Labor Life Insurance Company, owned by the American Federation

of Labor and many affiliated national and international unions, was organized for the purpose of providing such beneficial protection for wage earners as nearly at cost as possible, consistent with safety and requirements of law, and

Whereas, The Union Labor Life Insurance Company has demonstrated its soundness and financial stability during the fifteen years of its existence; therefore, be it

Resolved, That we enthusiastically commend the officers of the company for the splendid progress and excellent financial condition attained, and be it further

Resolved, That we re-affirm our endorsement of the Union Labor Life Insurance Company, and recommend its beneficial and sympathetic services to our members, their families and friends.

[Submitted by Delegates John M. Sullivan, M. J. O'Donnell, Augustine E. Eagan, Nicholas P. Morrissey, Andrew Dambrosio, Michael Norton, Charles LaPlaca, Edward F. Jenkins, John P. McDonough, William J. Geswell and Frank J. Halloran, Teamsters No. 25, Boston; James J. Keefe, Bartenders No. 90, Lawrence; Timothy H. O'Neil, Central Labor Union, Lawrence; Thomas J. Corcoran, Teamsters No. 404, Springfield; George Tribuna and Milton H. Elvey, Seafood Workers No. 1572-2, Boston; John J. Driscoll, Meat Cutters No. 71, Lynn; James P. McCarthy and John C. Harrington, Teamsters No. 829, Boston, Charles A. Burns and John J. DelMonte, Teamsters No. 379, Boston; Albert W. Fuchs and Joseph L. Hope, Teamsters No. 646, Boston, and John H. Donegan, Seafood Workers No. 1572-2, Boston.]

The committee recommended concurrence.

Delegate Russell moved the recommendation be adopted.

The motion was adopted.

Delegate Russell then moved the report of the Committee on Resolutions be adopted as a whole.

The motion was adopted.

Delegate Del Monte of the Committee on Grievances, reported that there were no grievances to be considered by the committee.

Delegate Del Monte moved the report of the committee be adopted.

The motion was adopted.

President Morrissey appointed the following tellers: Delegates John C. Hurlley, chairman, Bartenders and Hotel Employees No. 34, Boston; Frank S. Curtin, Central Labor Union, Cambridge; Edward C. Carroll, Electrical Workers No. 103, Boston; Thomas F. Tighe, Teamsters No. 25, Boston, and Daniel J. Goggin, Boot and Shoe Workers No. 138, Boston.

Delegate Reilly (Carpenters No. 40, Boston): I move that we proceed with the election of officers and that in the districts where there is no contest, if the person seeking office receives one vote, that the tellers shall consider the total number of votes cast for that particular candidate.

The motion, being duly seconded, was adopted.

Secretary Taylor then called the roll.

President Morrissey declared a recess subject to the call of the Chair.

The convention was called to order by President Morrissey at 8:00 p.m.

Delegate Hurley reporting for the tellers, announced the results as follows:

PRESIDENT

NICHOLAS P. MORRISSEY
Teamsters No. 25, Boston..... 288

VICE-PRESIDENTS, First District

JOHN J. BUCKLEY
Teamsters No. 25, Boston..... 166
WILLIAM J. DOYLE
Electrical Workers No. 103, Boston.... 192
HARRY P. GRAGES
Boston Central Labor Union..... 179
HOWARD H. LITCHFIELD
Cambridge Central Labor Union..... 115

VICE-PRESIDENTS, Second District

S. P. JASON
Teamsters No. 59, New Bedford..... 288
THOMAS E. WILKINSON
Street Carmen No. 235, Brockton.... 288

VICE-PRESIDENTS, Third District

JOHN J. DRISCOLL
Meat Cutters No. 71, Lynn..... 288
TIMOTHY H. O'NEIL
Lawrence Central Labor Union..... 288

VICE-PRESIDENTS, Fourth District

CHESTER G. FITZPATRICK
Teamsters No. 170, Worcester..... 288
JOHN M. SHEA
Street Carmen No. 22, Worcester.....288

VICE-PRESIDENTS, Fifth District

PATRICK W. HARRIGAN
Bricklayers No. 1, Springfield..... 288
BENJAMIN G. HULL
Westfield Central Labor Union..... 288

**SECRETARY-TREASURER-
LEGISLATIVE AGENT**

KENNETH I. TAYLOR
Bartenders and Hotel Employees, No.
34, Boston 288

DELEGATE TO AMERICAN FEDERATION OF LABOR CONVENTION

KENNETH I. TAYLOR
Bartenders and Hotel Employees, No.
34, Boston 288

ALTERNATE DELEGATE TO AMERICAN FEDERATION OF LABOR CONVENTION

NICHOLAS P. MORRISSEY
Teamsters No. 25, Boston..... 288

Delegate Hurley announced for the tellers, that the following officers were elected for the ensuing year:

PRESIDENT

NICHOLAS P. MORRISSEY

VICE-PRESIDENTS, First District

JOHN J. BUCKLEY
WILLIAM J. DOYLE
HARRY P. GRAGES

VICE-PRESIDENTS, Second District

S. P. JASON
THOMAS E. WILKINSON

VICE-PRESIDENTS, Third District

JOHN J. DRISCOLL
TIMOTHY H. O'NEIL

VICE-PRESIDENTS, Fourth District

CHESTER G. FITZPATRICK
JOHN M. SHEA

VICE-PRESIDENTS, Fifth District

PATRICK W. HARRIGAN
BENJAMIN G. HULL

**SECRETARY-TREASURER-
LEGISLATIVE AGENT**

KENNETH I. TAYLOR

DELEGATE TO AMERICAN FEDERATION OF LABOR CONVENTION

KENNETH I. TAYLOR

ALTERNATE DELEGATE TO AMERICAN FEDERATION OF LABOR CONVENTION

NICHOLAS P. MORRISSEY

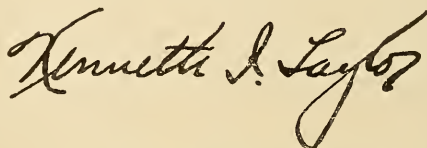
Delegate Higgins (Teamsters No. 25, Boston) moved that the report of the tellers be accepted.

The motion was adopted.

President Morrissey called upon Delegate James T. Moriarty, Commissioner, Department of Labor and Industries, to administer the oath of office to the elected officers.

There being no further business to come before the convention, President Morrissey declared the 56th annual convention adjourned at 8.15 p. m., sine die.

Respectfully submitted,



Secretary-Treasurer-Legislative Agent

Joint Report
of the
Executive Council and Officers
to the
Fifty-Sixth Annual Convention



JOINT REPORT

of

EXECUTIVE COUNCIL AND OFFICERS

The following report outlines the activities of the State Federation of Labor since the 55th annual convention. It also includes the reports of your President, Vice-Presidents and Secretary-Treasurer-Legislative Agent. In addition it sets forth much general information together with recommendations to be considered by delegates to the 56th annual convention.

Once again an interesting resumé of a successful year will be found in this Joint Report. Since the last convention President Nicholas P. Morrissey called the Executive Council into session on numerous occasions, dependent upon the business to be transacted and decisions required in connection with the affairs of the State Federation of Labor with respect to finance, affiliations, legislative recommendations and other activities.

Now the nation has entered into a state of complete emergency, and delegates will be required to give careful consideration in shaping the policies of co-operation to make sure that in defending democracy against totalitarianism Labor does not lose its democratic rights. Consequently the 56th annual convention will be just as vital in determining the destiny of democracy as the deliberations of last year's delegates.

The Legislature convened in its first biennial session in January, 1941, and since there was no session in 1940 the legislative load was more than doubled. The stress of the national emergency was also reflected in additional legislative activity. Numerous petitions embracing the needs of wage earners were filed with the General Court. A detailed report on these petitions will be found in another portion of this Joint Report.

Delegates are respectfully urged to carefully peruse this report which offers an insight into the activities, the status and needs of unions affiliated with the Massachusetts State Federation of Labor. Such consideration of this document should also better prepare those in attendance to take action which will guide the destiny of the State Federation of Labor in the future.

President's Report

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

I have the honor to submit my third report as President of the Massachusetts State Federation of Labor. It is rendered to the delegates to the 56th convention at a time when we face an almost world revolution. Our country is now in a state of unlimited emergency and every good citizen is hard at work doing his share toward our vast defense program which was launched last year.

In Massachusetts we are doing our part. The State Federation of Labor has been called upon by numerous federal and state agencies to share responsibility and to serve on numerous agencies that have been created in connection with national defense. It is our determination to increase our helpfulness to those who desire the co-operation of Labor. In this connection, I am at present serving as a member of the Advisory Committee for National Defense Training as Labor's representative. This committee serves in an advisory capacity in the city of Boston. Similar advisory committees have been appointed and organized in most cities throughout the commonwealth. But, unfortunately, the Department of Education, contrary to rules and regulations set forth by the United States Department of Education, has disregarded the need of qualified labor representatives on such local boards. Perusal of the list of alleged labor representatives clearly shows that there is no desire to obtain the co-operation of Labor, generally speaking, in connection with vocational training within the Department of Education.

During the course of the year the State Federation of Labor has been exceedingly active in organization work. At New Bedford, approximately 10,000 textile workers, whose status was that of an independent union, have become affiliated with the United Textile Workers of America. This conversion was due primarily to the efforts of S. P. Jason, President of the New Bedford Central Labor Union, whose activities encouraged the transition of this group. In accomplishing this outstanding feat, officers of the State Federation of Labor and Director of Organization Frank P. Fenton, while Organizer John J. Murphy was assigned to the organization campaign of Ford employees, the result of which is now history, attended several conferences at New Bedford which resulted in the textile workers becoming members of the American Federation of Labor.

In numerous other instances officers of the State Federation of Labor have assisted central labor bodies in local organization campaigns, including Haverhill, Fall River, New Bedford, Malden and Brockton.

During the political campaign of last fall the officers and affiliated unions of the Massachusetts State Federation of Labor were extremely active in the campaign to re-elect President Franklin Delano Roosevelt. The state-wide Non-Partisan Political Committee was created, representative of every central labor body, and through these local agencies our vigorous campaign was conducted, which included the distribution of approximately a quarter of a million pieces of literature, numerous radio broadcasts, rallies, etc. In con-

nection with this undertaking we were given the complete co-operation of President Daniel J. Tobin of the International Brotherhood of Teamsters, Warehousemen and Helpers, who served as Director of the Labor Division of the Democratic National Committee. His assistance aided our work considerably.

In addition to this campaign the Federation's committee actively opposed the re-election of Governor Leverett Saltonstall, in accordance with action taken at a previous convention. I am satisfied that trade unionists, with very few exceptions, realized the importance of both of these campaigns and accordingly did their bit to carry Massachusetts for President Roosevelt and to narrow the margin between Governor Leverett Saltonstall and his opponent, Attorney-General Paul A. Dever. Had it not been for the defection within the Democratic Party itself, Labor's long drive to retire Leverett Saltonstall to private life would have been crowned with success. In this campaign, although it had no bearing on the outcome, it was disheartening to note that a few trade unionists saw fit to disregard their own convention's action in which they participated, and contradict their own vote by endeavoring to handle the Republican State Committee's expensive campaign to deceive working people. The Republican State Committee was able to get Walter W. Cenerazzo to serve as chairman of this expensive campaign. The day will come when political parties will realize that performance and action in the interest of working people will do far more to elect their chosen candidates than a scheme of creating an expensive campaign with a sprinkle of union cardholders peddling misleading literature.

At the May 2nd meeting of the Executive Council, the resignation of David A. Goggin of Springfield was reluctantly and regretfully accepted. Vice-President Goggin had been appointed as a Field Representative of the Apprentice Training Committee of the United States Department of Labor and therefore felt obliged to sever his official connection with the Massachusetts State Federation of Labor. To fill the vacancy the Executive Council elected Benjamin G. Hull of Westfield, who had previously served this organization as a Vice-President.

The Federation's Regional Conferences, as usual, were conducted successfully and attracted numerous trade unionists in the various districts where they were held. Secretary-Treasurer Taylor and I attended each of these conferences and endeavored to outline the activities of the Federation. This year's conferences permitted a lengthy outline of legislation pending on Beacon Hill, as the General Court was in session, even though it now meets but once in two years. Bernard Wiesman, Labor Information Field Representative of the Social Security Board, as usual, was in attendance at these conferences and outlined the changes made in the Social Security Act, which always proves to be of benefit and interest to those in attendance.

This year's legislative program was far more elaborate and extensive than in past years, mainly because our opportunity to file petitions for new laws or amendments to existing laws is limited to every second year. One of the outstanding accomplishments, however, was to prevent the enactment of several anti-strike and compulsory mediation proposals and another to repeal the craft unit amendment to the State Labor Relations Act. Some of the important bills sponsored by the Federation have not been acted upon by the Legislature at this writing. These include the Wages and Hours Law and the numerous proposed amendments to the Unemployment Compensation

law. In this connection I desire to use a small amount of space to report that affiliated unions did not support the Federation's legislative program as well as they might have. Considering the tremendous number of communications sent by the Secretary-Treasurer seeking attendance at hearings and other support, the help was considered negligible. Officers and members of affiliated unions must bear in mind that our respective Senators and Representatives are impressed by the amount of mail they receive and the interest displayed by their constituents in the legislation they are required to vote on.

During the course of the year the position of Regional Director for the Fair Labor Standards Act became vacant when Thomas H. Eliot was elected to Congress. This position might well have been filled by Secretary-Treasurer Taylor had he accepted the appointment within that division as supervising inspector last year, a position, it will be recalled, which he rejected to remain as Secretary-Treasurer. Because the person who is to be appointed to that position must have a civil service status, the number of trade unionists available is limited. The Executive Council, therefore, sponsored the candidacy of Harry A. Russell, former business agent of the Stationary Engineers Union No. 849 of Boston, and now Senior Field Representative of the Apprentice Training Committee of the United States Department of Labor. No permanent appointment has been made, although Robert Dolan of Greenfield is serving as Acting Regional Director. It is hoped that in the near future the appointing powers at Washington will see fit to offer this position to Mr. Russell, whose qualifications and capabilities for such a position are perfect.

The total number of affiliations now amounts to 624. During the course of the year 36 new unions became affiliated. Our finances continue to be adequate, but a sound of warning must be made in this respect. During the course of the year additional and expensive undertakings were launched without any additional revenue from affiliated unions. The appropriation to finance the Federation's campaign to re-elect President Roosevelt and the expense involved in our endeavor to enact a State Fund for Workmen's Compensation are two outstanding items of expense that could hardly be repeated on the basis of the per capita tax paid by affiliated unions. It would seem to me that we must give serious consideration to financing major undertakings in the future that may require substantial appropriations.

Affiliated unions can best testify to the increased service rendered by the State Federation of Labor. I can only say that I am completely satisfied with the program of expansion undertaken in recent years which I hope will ultimately permit the State Federation of Labor to render even more service and assistance to our affiliated organizations. An additional stenographer was engaged during the course of the year and our office equipment was added to and replaced.

The Executive Council made a study of Mayor Maurice J. Tobin's proposal for a so-called "overhead highway" through Boston and concluded that such a proposition warranted the support of the Federation. Accordingly, our support was given to the Mayor's proposal which would create an overhead highway similar to the one in New York City and would serve to eliminate the congested traffic situation in Boston which causes people travelling to or through that metropolis to lose a considerable amount of time.

The second Institute of Labor was held at the Massachusetts State College at Amherst over the week-end of June 13 to 15, where more than 100

representatives of unions came for a most pleasant schedule of lectures and much needed relaxation. The two institutes held thus far under the auspices of the Federation prove that such an undertaking is worthwhile and undoubtedly will become a part of the Federation's future activities.

An attempt was made in recent months by the Boston Edison Company to "purchase" the power plants of the Boston Elevated Railway Company. The officers and the Committee on Public Utilities of the Federation became actively interested in this "deal" and feel that if it had not been for their interest and objection the heart of the Boston Elevated System would have been transferred to the Boston Edison Company, whose "willingness" to take over the power plants caused Labor to be suspicious. We realize that during the course of the national defense program an increased amount of power will be required and in our judgment it is possible that the Edison Company would find their operations more profitable if they owned and operated the power plants of the Boston Elevated system that can provide a surplus of power, which, incidentally, could be sold at a profit. This being so, there is no reason why the Boston Elevated Railway cannot sell their surplus to the Boston Edison Company or any other company that may desire to purchase power thus making a profit that could be applied to the deficit which the Boston Elevated Railway faces each year.

Several weeks ago it was learned that the United States Navy Department planned to take over Commonwealth Pier for naval use. Such a transaction would cause hundreds of workers to lose their employment. Therefore, I made contact with the naval and civilian authorities involved which resulted in a conference of those interested. The conference resulted in only part of the pier being transferred for naval use at present, although complete naval use in the future may be inevitable due to the emergency.

As I previously said, the 56th convention convenes at a time when Labor must give consideration to the numerous and broader problems than those that exist within a single union. Labor representatives who will attend this convention should realize that collectively the unions of Massachusetts will express the future policy of the Federation in this state. Therefore, serious attention should be given to every proposition before the convention for action.

In conclusion I pause to express my genuine appreciation to Commissioner James T. Moriarty of the Department of Labor and Industries for his continued assistance and interest in the welfare of trade unionists of Massachusetts. To the affiliated unions I express my thanks for their co-operation during the year and congratulate them for making it possible to have such an aggressive State Federation of Labor. It has been a continued pleasure to work with our Secretary-Treasurer, and my third year as President has found a very co-operative Executive Council. To Miss Agnes T. Kane I express my appreciation and thanks for the many ways by which she has assisted me, and to other members of the office staff I express my thanks.

Respectfully submitted,

Nicholas P. Morrissey

President.

Vice-Presidents' Reports

DISTRICT I.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

As one of your Vice-Presidents from the First District, I respectfully submit my report for the year 1940-41 for your consideration:

I have attended meetings of the Executive Council and have taken part in the many important discussions of that body pertaining to legislation for workers of Massachusetts. In this regard, I have called upon members of the Senate and House of Representatives to ask for their co-operation on bills submitted by the Massachusetts State Federation of Labor.

I am pleased to report that the Regional Conference held in Boston was a huge success, and was very well attended by delegates from the First District.

John J. Murphy, New England Regional Director of the American Federation of Labor, has called upon me at various times during the past year for assistance in organizing new groups of workers. I extended my help to him, and am glad to report that these workers have become organized under the banner of the American Federation of Labor.

I wish to express my sincere appreciation to the delegates, officers and members of local unions for their co-operation and assistance to me as one of your Vice-Presidents for the past year.

Respectfully submitted,

JOHN J. BUCKLEY,
Vice-President, District 1.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

As a Vice-President of the First District, I hereby submit my report to you for the past year.

I have attended all but one meeting of the Executive Council, and have attempted to help solve the many problems that we were confronted with. I have co-operated to the best of my ability with Secretary-Treasurer Kenneth I. Taylor in the assignments he has given me. I have also put in considerable time working with the American Federation of Labor, organizing department, at 11 Beacon Street, in organizing plants.

I have complied with all requests from local unions and their members, giving both time and service to obtain for them the conditions they sought and in most cases attained.

Whenever possible I attended legislative hearings in the State House on various bills sponsored by the Massachusetts State Federation of Labor at its previous convention. Letters have been sent throughout the year to the Senators and Congressmen, advising them of the position of the Federation on legislative matters.

I have attended union meetings and urged the locals to affiliate with the Massachusetts State Federation of Labor by pointing out the many advantages attained by belonging to such a fine organization.

Many evenings have been spent in attending meetings of the different locals and numerous letters have been sent stressing the importance of purchasing union-made merchandise and patronizing union establishments.

I appreciate the co-operation and assistance of the members of organized labor who have always been ready and willing to assist me in my work as Secretary-Treasurer-Business Representative of the Boston Central Labor Union, and one of the Vice-Presidents of the Massachusetts State Federation of Labor, for the benefit of the membership of the American Federation of Labor in the State of Massachusetts.

Respectfully submitted,

HARRY P. GRAGES,
Vice-President, District 1.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

With the increasing responsibilities of officials of our unions, due to increasing membership, signing of new employers, filling of jobs made vacant by transition to defense jobs and military service and defending jurisdiction from attacks by dual organizations, meager attention has been given to appeals from our Legislative Agent for assistance in recording our membership upon legislative matters.

Poor attendance of officials at legislative hearings upon important bills diminishes the prospects of success and indicates a lack of solidarity in our legislative program. Permit me to use this opportunity to appeal to our officials in Boston and vicinity to respond in greater numbers at these hearings and record their membership. Legislation is increasingly affecting not only our industrial life, but also our economic and social life, and constant attendance is required.

I mentioned above "increasing membership and increasing responsibilities"—we must not be content only with increased membership without creating militant and active trade unionists in the ranks of these new members. "Agitation, education, organization" was the early advice of the pioneers of our movement. They recognized the value of education to enlarge the influence of our movement in every field of activity.

We should not be content only with millions of common "card carriers" in our unions. Organizations dual to the American Federation of Labor have established extensive educational and publicity departments. We must do likewise. International monthly journals and the labor press need additional

stimulus and extension. Every large central labor group should have its local organ of publicity. Our state federations might consider the advisability of creating a journal of current news and information to our many officers and members.

No report of Labor's activity in Massachusetts can be complete without reference to our good fortune in having as head of our Department of Labor and Industries, Commissioner James T. Moriarty. His fairness and well-balanced judgment is recognized by both labor and management, which has contributed materially to industrial peace and progress in our state.

My return to the Executive Council after many years' absence has given me a greater opportunity to see the splendid advancement and growth of our State Federation in affiliations and finances. The State Federation is surely becoming a great business institution, and I have enjoyed serving on the Board of Directors with such active and sincere associates and office staff.

Respectfully submitted,

JOHN J. KEARNEY,
Vice-President, District 1.

DISTRICT II.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

As one of your Vice-Presidents of the Second District, I respectfully submit this report of my activities during the course of the past year. I have complied with all requests from local unions for assistance and advice in connection with organization activities and negotiations with employers.

I was in attendance at all meetings of the Executive Council, endeavoring to the best of my ability to solve the problems confronting Massachusetts trade unionists. I am completely satisfied that its every action was in the best interest of the hundreds of affiliated unions and their members.

Two Regional Conferences were conducted in the Second District during the winter months, one at Fall River and the other at Brockton. Both were most successful. I heartily approve the continuation of such conferences as I have a strong conviction that they are instrumental in bringing to the individual trade unionist a better understanding of the actual problems that confront the labor movement in Massachusetts.

In conclusion I wish to thank the trade unionists of the Second District for their splendid and unselfish co-operation. It has been a pleasure to have served with such an excellent group of men as we have on the Executive Council. Whether I am returned or not to this honorable office, I want each trade unionist of my district to feel free to call on me for assistance at any time.

Respectfully submitted,

HORACE CARON,
Vice-President, District 2.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

At the last annual convention I was elected one of the Vice-Presidents to represent the Second District, an honor which I shall long remember and a responsibility of which I have been fully cognizant during the past twelve months. I am deeply grateful to the men and women who have honored me in this manner and I sincerely appreciate having had this opportunity of serving the trade unionists of Massachusetts during the past year.

Fortunately, I have been able to attend all meetings of the Executive Council and have earnestly endeavored to assist in implementing the program and policies adopted by the delegates to the 55th convention. My actions and votes, as a member of the Council, were influenced solely by my determination to have Executive Council decisions react beneficially to our membership and other wage earners in the Commonwealth.

This year has been one of the busiest and most strenuous on Beacon Hill. During the present session of the Great and General Court I have responded to every request and was present at many of the legislative hearings when legislation concerning the interests of our membership was being considered.

My efforts were also directed toward contacting the Senators and Representatives from the Second District, advising them in regard to the measures in which Labor was vitally interested, and requesting that they support the Federation's legislative program. I have also contacted the Senators and Representatives at our national Capitol, seeking favorable action on the American Federation of Labor legislative program.

I have complied with all assignments given me by President Nicholas P. Morrissey and Secretary-Treasurer Kenneth I. Taylor to the best of my ability. I sincerely trust that those concerned have found my efforts adequate and acceptable. During the political campaign last fall, I actively participated by advocating the election of Labor's friends and the defeat of those who oppose us.

Throughout the year I have assisted many local unions in the solution of their various problems. It has been a pleasure to work with Vice-President Horace Caron, and with his co-operation to care for the interests of the Federation in the Second District.

I complete my first term as a Vice-President with a deep feeling of satisfaction and gratification. Much has been accomplished during the year which will reflect and will continue to redound in benefits to the members of our affiliated organizations and the unorganized workers of the Commonwealth.

I desire to express my genuine gratification and sincere appreciation for the unselfish co-operation and assistance extended to me in the performance of my duties by the officers and members of the central bodies and local unions in the Second District, and by my colleagues of the Executive Council, with whom it has been a privilege to associate during the past year. I am equally grateful for the splendid assistance and co-operation extended to me by our esteemed President, Nicholas P. Morrissey, our competent Secretary-Treasurer, Kenneth I. Taylor, and his alert and efficient assistant, Miss Agnes T. Kane.

The 56th convention assembles at a time when the world is involved in chaotic turmoil and cataclysmic destruction. We should be thankful that we meet today in a country where democratic government and a Bill of Rights make possible a free assembly of this nature. Regardless of what our biases and petty differences may be, we cannot help feeling deepest fraternal sympathy for the millions of European trade unionists who have become the innocent victims of a war for which they were in no way responsible.

While our membership has grown and we have enjoyed peace and progress, reports from abroad tell how long-established labor movements in other countries have been ruthlessly destroyed to make way for another and less desirable order of society.

No country and no labor movement can anticipate the future with a feeling of security or confidence in established rights or guarantees, but we must all be on guard to defend our freedom and liberties, and must realize the gravity of our responsibilities.

No man can say with assurance what the immediate or distant future has in store for us. August, 1941, is a month of chaos and uncertainty. Whatever the future may be let us continue to battle courageously for the right to organize, to work reasonable hours under sanitary conditions, at a living wage, with adequate social protection under a democratic government, and for the preservation and extension of the democratic way of life.

Upon the foundation of our accomplishments during the past years, let us build a greater and infinitely stronger state federation. May the 56th convention serve as a united committee of the whole to carry forward the banner of the Massachusetts State Federation of Labor during the coming year.

Respectfully submitted,

JOHN D. CONNORS,
Vice-President, District 2.

DISTRICT III.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

As one of your Vice-Presidents of the Third District, I herewith submit my report for the past year.

I have attended every meeting of the Executive Council, as well as many hearings held at the State House in Boston to give support to our Secretary-Treasurer-Legislative Agent. I have co-operated with my colleague, Brother Tim O'Neil of Lawrence, in every matter where we felt we could help or advise Labor in this district. In general I have kept in close contact with Federation officials and Federation activities, and have endeavored to carry out their policies in the interests of the labor movement.

I think it is advisable for me to comment upon the load of work and heavy responsibility we are placing upon our Secretary-Treasurer and Legislative Agent in the task he has assumed, namely, to have laws passed or even favorably considered by a distinctly hostile Legislature. Labor must sup-

port his efforts better in the future than it has in the past. Failure to do so means that Labor will suffer.

I believe that the lack of interest in legislative activities that is so noticeable, and even discouraging at times, is due in great part to the fact that the Federation has "gone out on the end of the limb" too often for self-seeking politicians, whose first act has been to forget Labor and the labor activity that was instrumental in electing them. We have too often supported parties and party labels, and I believe that we would gain more for Labor if we just remembered our friends and punished our enemies, and stayed out of politics. In that way Labor would always be able to act for the best interests of Labor, regardless of party or party politics.

At this time I want to express my deep and sincere appreciation to President Morrissey and officers and members of Local 25 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of Boston; and the same sincere thanks and appreciation to Agent Tim O'Neil, and the officers and members of Local 477, Lawrence, to Agent John Gillis and the officers and members of Local 437 of Haverhill, all of the same organization, for the valuable help they so freely and generously gave to the Boot and Shoe Workers' Union of Haverhill in our recent trouble with a "gypsy" shoe manufacturer. This manufacturer thought he could move to another city, locking out 500 employees and avoid his obligation to the union that had done business with him for five years. When I called the attention of the agents of the Truckmen's Union to the situation, they notified the owners that, under no consideration, would they move this firm. They in turn notified the manufacturer and he was compelled to take his so-called difficulties to the Massachusetts State Board of Conciliation and Arbitration who handed down a fair decision, and we were able to keep this firm in Haverhill. We are certainly grateful for the support which was so generously given.

This spirit of co-operation and unity which we have received from them is the same kind of co-operation and unity that should be shown in all Labor activities. I mention this case specifically, because it is the first time in the history of the shoe business that any manufacturer has been compelled to do business with an organization after he made his plans to move, and will go a long way towards correcting one of the worst evils that we have been forced to contend with.

To the members of the Executive Council and office staff of the Federation of Labor, I am grateful for their co-operation and courteous and helpful suggestions. I extend my best wishes for continued success and the assurance that the Federation, its local unions and every officer and member will always find me co-operative in every effort to advance the interests of Labor.

Respectfully submitted,

MICHAEL F. LYNCH,
Vice-President, District 3.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

In concluding my third year as Vice-President of the Third District, I have the pleasure of presenting the following facts:

During the past year the membership increased within the district, and several new charters were issued, and I assisted these crafts in many ways. Charters were issued to the Watts Regulating Company, the Soap Makers, and the wool shop of a large mill. Many crafts improved their working conditions, and in some cases higher wages were secured for the workers. In the trucking industry several new contracts were signed with higher wages, shorter hours, and in many cases vacations with pay were given to the men. All this was accomplished without any labor trouble.

I attended most of the meetings of the Executive Council, and was present several times at the State House regarding bills affecting Organized Labor.

The annual Regional Conference was held in Lawrence this past year, and was well attended by delegates from all over the district, to hear Secretary-Treasurer Kenneth I. Taylor give a very good explanation of the different bills that would come up this coming year, and how important these were to the laboring men and women of this state.

Being the five-year man on the Housing Board, in this city, I have been very active and have seen that union labor is used in all crafts and appealed to all crafts in this work.

I wish to express my appreciation of the efforts and co-operation of the various unions in the district, President Nicholas P. Morrissey, Secretary-Treasurer Kenneth I. Taylor, Miss Agnes T. Kane, and the Executive Council of the Massachusetts State Federation of Labor during the coming year.

Respectfully submitted,

TIMOTHY H. O'NEIL,
Vice-President, District 3.

DISTRICT IV.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

I herewith submit a report of my activities as one of the Vice-Presidents for the Fourth District for the current year. It has been my pleasure to participate in the deliberations during Council meetings which resulted in molding the policies of the Federation since the last convention.

The activities during the year have been exceedingly important and far more numerous. Probably the outstanding undertaking was the initiative petition for a State Fund for Workmen's Compensation in connection with which 20,000 signatures were required. In Worcester and vicinity thousands of signatures were secured and certified which was a substantial contribution to the 24,190 signatures filed with the Secretary of State. At this writing signatures are being procured in the Fourth District to make up the required

5000 that will place the question of a State Fund for Workmen's Compensation on the ballot.

Regional Conferences were held during the winter months at Worcester and Fitchburg and as usual were very successful and very enlightening to those in attendance.

I had occasion to contact numerous unions and encourage them to become affiliated with the Massachusetts State Federation of Labor. Although not altogether successful, the next year may provide an opportunity for a follow-up visit. Much time was devoted to organization activities and to giving advice to unions throughout my district.

In concluding this report I desire to express my deep appreciation to President Morrissey and Secretary-Treasurer Taylor for their constant co-operation and assistance and I also wish to say that it has been a continuous pleasure to serve with my colleagues on the Executive Council. To Miss Agnes T. Kane I am very grateful for her innumerable courtesies during the course of the year.

Respectfully submitted,

CHESTER G. FITZPATRICK,
Vice-President, District 4.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

As one of your Vice-Presidents from District 4, I respectfully submit this summary of my activities for the year 1940-1941. Fortunately I have been able to attend all the meetings of the Executive Council with the exception of one, and have taken part in the deliberations and discussions in the many problems that have come before us.

As chairman of the Non-Partisan Political Committee of the Worcester Central Labor Union, I have worked with this committee to bring about the election of our friends and the defeat of our enemies. Through the co-operation and assistance of the State Federation of Labor Non-Partisan Political Committee we were able to establish a political headquarters in the city of Worcester, in which a great amount of literature was distributed. To the members of this committee and the officers of the Worcester Central Labor Union I wish to extend my sincere thanks for the co-operation they have given me in the last political campaign.

During the year I have endeavored to co-operate with President Morrissey and Secretary-Treasurer Taylor by contacting the members of the General Court in my district to obtain their support of the many bills that were of interest to Labor, and also co-operated and assisted the officers of the local unions whenever called upon. Two regional conferences were held, one in Worcester and one in Fitchburg, at which Secretary-Treasurer Kenneth I. Taylor outlined the many bills of Labor that were before the General Court. I am sure it enlightened those in attendance.

I have deeply appreciated the honor of representing my district and sincerely express my thanks to the delegates of the 55th convention for select-

ing me as one of their Vice-Presidents. To President Morrissey, Secretary-Treasurer Taylor, Miss Agnes T. Kane, Miss Esther Cahill, and to the members of the Executive Council, I am grateful for their co-operation.

Respectfully submitted,

JOHN M. SHEA,
Vice-President, District 4.

DISTRICT V.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

As Vice-President in the Fifth District, I submit this report on my activities in this section.

I attended all the meetings of the Executive Council during the past year. I also attended many of the hearings before the Legislature on important labor legislation and, frequently, contacted the various Representatives and Senators from this district to urge their support of our legislation.

The annual Regional Conference in Springfield was held in March of this year and there was a large attendance. Legislative Agent Kenneth I. Taylor addressed the conference on our legislative program in which great interest was shown and it proved to be a very interesting and instructive session.

I have also filled several speaking assignments, important among which was a discussion exploring wages and profits as they relate to the aftermath of national defense.

We were very active in this district in obtaining signatures for the initiative petition for a State Fund for Workmen's Compensation. At this writing, we are proceeding to obtain the additional 5000 signatures needed to place the matter of a State Fund on the ballot in 1942.

At this time I wish to express my appreciation of the efforts and co-operation of the various unions in this district, the Springfield Central Labor Union, the Executive Council and office staff of the Massachusetts State Federation of Labor.

Respectfully submitted,

CHARLES E. CAFFREY,
Vice-President, District 5.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

As Vice-President of the Fifth District I respectfully submit this report of my activities during my curtailed tenure of office.

I assisted in the organizing of the new unions organized since the fall of 1940, and up to the time of my resignation in March, 1941, as Vice-President. I have served the affiliated unions and made every effort to influence local

unions to take advantage of the opportunity to become affiliated with the best Federation of Labor in these United States.

Vice-President Caffrey and I, upon the request of Legislative Agent Kenneth I. Taylor, assisted in obtaining the necessary signatures for the state fund petition. This venture was a worthy one, and no time was lost in our district in obtaining the required number of signatures. I also assisted Vice-President Caffrey in the plans for the annual regional conference held in the city of Springfield.

In February I received an appointment as field representative in the Apprenticeship Division of the United States Department of Labor. Because of certain federal regulations, I found it necessary to resign as Vice-President. I regret that I was compelled to take this step in my first term as Vice-President.

My associations officially were of short duration, but I want to take this opportunity to express my sincere appreciation to the delegates who elected me, and to President Nicholas P. Morrissey, Secretary-Treasurer Kenneth I. Taylor, and the members of the Executive Council for the courtesies and co-operation extended to me during my term of office. I also want to thank the entire office staff for the co-operative spirit shown me in my many calls at the office.

In closing this report permit me to say that I know very definitely that all I have has been received through my union affiliations, and I hope in some small measure that my efforts have been helpful to the rank and file of organized labor in Massachusetts.

I desire to assure the labor movement that its interests are my interests, and that I will do all in my power to carry on the true traditions of the labor movement.

Respectfully submitted,

DAVID A. GOGGIN,
Vice-President, District 5.

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

I herewith present a brief report of my activities in the past year. As I have recently been appointed by the Executive Council, I haven't had much opportunity to serve that office. First, I want to thank the Executive Council for their confidence in me, and I deeply appreciate the re-appointment, and will try to render faithful service.

Since my retirement from office last August, however, I have been more or less active. I served on the recess commission to study the wage and hour bill, and attended every meeting but one. I found that if we were to have a wage and hour law it became necessary for me to render a minority report. The bill now presented by the majority, in my opinion, is not a wage and hour law, because there is not a minimum wage established, nor maximum hours provided. These two items alone make the bill worthless without their inclusion.

I attended hearings on the subject, and voiced my opinion. I also attended several hearings on the teachers' college issue, and spoke at each hearing, voicing my objections to closing the colleges, and we have won a victory, which I believe is an achievement worth our efforts.

I have assisted in organizing two new locals in Westfield, one of which has a signed agreement equivalent to a closed shop. The other local is now negotiating an agreement. Both locals represent about 300 employees. I have succeeded in securing two affiliations for the State Federation, and have prospects of two more very shortly. In the short period I have served as Vice-President of the Fifth District, I wish to thank Vice-President Charles E. Caffrey, David M. Taylor, American Federation of Labor organizer, and George Martin, President of the Northampton Central Labor Union, for their splendid co-operation, and also all of the members of the various locals throughout this district.

Respectfully submitted,

BENJAMIN G. HULL,
Vice-President, District 5.



Report of Delegate to American Federation of Labor Convention

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

Determination to participate wholeheartedly in national defense activities was the keynote of the 60th annual American Federation of Labor convention in New Orleans. Any necessary sacrifices to uphold democracy were pledged by the delegates who urged that every effort be made to attain complete national preparedness even while giving all possible aid, short of war, to Great Britain in her heroic determination to defend liberty against totalitarian aggression.

In the history of American Federation of Labor conventions there seldom could have been a more stirring hour than that in which Sir Walter Citrine delivered the fraternal greetings of the British Trades Union Congress. Citrine held the convention spellbound by his simple but persuasive earnestness as he told why and how the working men and women of Britain are carrying on despite terrific odds in their defense of the liberties of free men.

Assurance of willingness to take any reasonable steps to fulfill President Roosevelt's plea for labor peace was freely given by the delegates who had been given a recital of the history of the past breakdown of negotiations. In this connection should also be mentioned the stirring welcome given to David Dubinsky and the International Ladies Garment Workers Union delegation returning to the American Federation of Labor.

Denunciation of racketeering or gangsterism in the ranks of organized labor was voted by the convention which instructed the Executive Council to use all its influence to obtain corrective action whenever it appears that a union is evading its responsibility in this respect.

The National Labor Relations Board housecleaning was welcomed by the delegates who commended the selection of Dr. Harry A. Millis to succeed J. Warren Madden as chairman. Delegates asked for the enactment of American Federation of Labor amendments to prevent any possible abuse of National Labor Relations Board authority.

Among other important steps were the adoption of a per capita dues basis of two cents instead of the previous per capita plus assessment; definition of Executive Council powers to suspend a national or international union; condemnation of Thurman Arnold's union-baiting; extension of boycott upon Nazi or Japanese products; and endorsement of the 30 hour week as a goal subject to the present necessities of the defense program.

As your delegate, I had the privilege of serving on the welcoming committee to greet and escort the then director of the International Labor Office and now Ambassador to Great Britain, former Governor John G. Winant of New Hampshire.

I noted with special interest the commendation given by the Committee on Education to the first Labor Institute of the Massachusetts State Federation of Labor. The high praise given to this venture should be prized by all of our officers and members whose participation made the Institute such a success.

Efforts to secure the 1941 American Federation of Labor convention for New England were unsuccessful. As your delegate, I seconded the invitation which was presented on behalf of Boston by President Kearney in his capacity as delegate from the Boston Central Labor Union.

As on the previous occasions when I have had the honor of attending the American Federation of Labor convention as your delegate, I found the hospitality and co-operation of fellow delegates something for which to be very grateful. I express my appreciation to the delegates to our 1940 convention for making it possible for me to participate in the deliberations of our parent organization.

Respectfully submitted,

Kenneth J. Layton



Report of Secretary-Treasurer-Legislative Agent

To the Officers and Delegates to the 56th Annual Convention of the
Massachusetts State Federation of Labor:

Greetings:

The following report outlines some of your Secretary-Treasurer-Legislative Agent's activities during the course of the year. The Legislature established an all-time record in 1941 by remaining in session longer than any session of the Massachusetts General Court ever convened in the history of Massachusetts. It was for that reason a complete report was not submitted to the 56th annual convention. It will be noted that with the authority of that convention the following report has been revised and now includes final action on bills which were pending in the Legislature during the week of our annual convention.

Important among the legislative proposals on Beacon Hill this year were those to curb the activities of organized labor. But fortunately such petitions were rejected. Probably the most vicious measure filed this year was the bill introduced by Senator George W. Stanton of Fitchburg who proposed that a fine of not more than \$50,000 and a jail sentence of not more than two and one-half years be imposed upon any individual who went on strike without first giving 60 days' notice.

Several measures of importance were enacted into law. Among the laws amended was the Unemployment Compensation Act. That statute was changed to allow the inclusion of employers of one or more, beginning April 1, 1943, and also reduce the waiting period from two weeks to one. This latter amendment takes effect on January 1, 1943. Several other perfecting amendments were adopted, including simplification of the section regarding the computation of benefits. In addition, an amendment to the Workmen's Compensation Act was adopted establishing a new minimum of \$11.00 instead of \$9.00 and a new maximum of \$20.00 instead of \$18.00.

The 56th convention culminates one of the busiest years of the Federation. Although legislative activities required the devotion of much time, numerous other undertakings were required to keep pace with the times and the competition offered by the dual organization.

Every delegate, of course, is familiar with the long fight to secure the enactment of a State Fund for Workmen's Compensation and the arduous task of clearing away all obstacles in obtaining the required signatures so that the question might appear on the ballot in 1942. I am happy to report that the additional signatures were secured and our initiative petition was properly filed with 11,203 signatures.

Routine service to affiliated unions has constantly increased, although not to a point of complete satisfaction. It is still our hope that circumstances and finances will permit the Massachusetts State Federation of Labor to expand to a greater extent.

BILLS FAVORED BY LABOR AND ENACTED INTO LAW**Annual Sessions of the Legislature***(Petition of the Massachusetts State Federation of Labor)*

Proposal for a Legislative Amendment of the Constitution Providing for Annual Sessions of the General Court and for an Annual Budget.

Approved by a Joint Session of the General Court July 8 and referred to the next session.

The first step in the direction of having the Massachusetts General Court convene annually has been taken. By an overwhelming vote—172 to 38—the proposed amendment to the Constitution was approved. Approval of the 1943 session of the Legislature is now required, after which the question can appear on the ballot at the 1944 state election.

There seems to be no doubt that biennial sessions of the Legislature have removed the people further away from their law-making branch of the state government. The vote of the members of the current Legislature, to many observers, is an indication of the feeling toward a return to annual sessions.

Readjustment of Legislators' Salaries*(Petition of the Massachusetts State Federation of Labor)*

An Act Establishing the Compensation of Members of the General Court—House Bill No. 356. (Subsequently substituted by House Bill No. 2505.)

Passed by the House of Representatives May 22 and passed by the Senate May 22. Signed by the Governor May 22. Now Chapter 307.

Two years ago the Federation supported a measure to increase the Legislators' salaries which were established at \$2000 for two years rather than for \$2000 annually as the Legislators had been receiving when the General Court met annually. A bill to establish their salary at \$3000 was vetoed by Governor Saltonstall and subsequently overridden by the House of Representatives. But in the Senate there were insufficient votes to override the Governor's veto.

This year the Federation sponsored a measure to establish the salary at \$3000. One of the main reasons for seeking an increase was to permit and make it possible for people from all walks of life to seek the office of Senator or Representative. If the salary were allowed to remain at \$2000 for a two-year term the Legislature might develop into a rich man's club where the interests of working men would be disregarded. Our effort was crowned with success, although the bill was amended. The measure as finally signed by Governor Saltonstall provides for a salary of \$2500 and \$500 to be paid during the second year of the two-year term for incidental expenses. In other words, Legislators now receive \$3000, plus travel, for a two-year term of office.

Liberalization of Workmen's Compensation Benefits*(Petition of Representative John E. Flaherty)*

An Act Relative to the Minimum Compensation Under the Workmen's Compensation Law—House Bill No. 1761. (Subsequently substituted by House Bill No. 2557).

Passed by the House of Representatives June 30 and passed by the Senate July 31. Signed by the Governor August 4. Now Chapter 624.

Under the present Workmen's Compensation Law, the minimum benefit amounts to \$9.00 per week and the maximum benefit amounts to \$18.00. This proposal of Representative Flaherty increases both the minimum and maximum establishing standards at not less than \$11.00 and not more than \$20.00.

The Committee on Labor and Industries reported favorably on this measure and although the House Committee on Ways and Means, as usual, voted "ought not to pass," it was eventually enacted by both branches of the Legislature.

Unemployment Compensation

Following are some of the changes to the Unemployment Compensation Act which were enacted as a result of bills filed by the Federation:

Inclusion of all employers. At present the law provides that only employers of four or more are subject to the law. Originally the law assumed jurisdiction over employers of eight or more. This amendment will assume jurisdiction over all employers, that is, employers of one or more. The amendment will not take effect until January 1, 1943, however, at which time such new employers subject to the law will begin paying their tax and employees then covered by the new amendment will not be able to receive benefits earlier than April 1, 1944. The Federation's proposal was that the amendment take effect January 1, 1942—Senate Bill No. 235.

Waiting period. The present law requires that a claimant serve a waiting period of two weeks, which do not have to be successive. A single week and two one-half weeks may be served during any one base year. The Federation's proposal, which was enacted, reduces the waiting period to one week and permits serving a waiting period of two one-half weeks, which are not required to be successive. The amendment takes effect January 1, 1943—Senate Bill No. 238.

Protection for workers called to military service. Considerable attention was given to the problem of preserving the rights of selectees and others called into military service. Under the present law a claimant receives benefits on the basis of the previous year's earnings. In the case of a selectee who has been called up for military service, he may return and have no earnings during the previous year under the terms of the Unemployment Compensation Law. It was therefore recommended that special consideration be given to such individuals and that the base period preceding the year he spent in military service be used in the event that a selectee applied for benefits after his return from the service—Senate Bill No. 655.

Board of Review. When the Division of Unemployment Compensation was reorganized two years ago, a Board of Review was created and provision was made for members of that board to work not more than 300 days during the first year at \$15 a day and not more than 200 days the second year at \$15 a day. It is recognized that the Board of Review must work steadily if the appeal cases pending before them are to be disposed of in due time, and that 200 days, which is two-thirds of a year, is inadequate. Therefore, the Federation filed a measure to establish an annual salary for members of the Board of Review. The Legislature finally enacted a measure providing a salary of \$4500 a year for each of the members—Senate Bill No. 306.

Computation of benefits. Two years ago the lawmakers hastily enacted an amendment to the Unemployment Compensation Law dealing with the method by which the Division computes benefits and determines eligibility. Experience since that time has shown that the law with that change included has discriminated against seasonal employees and also employees who work part of their base year for employers not subject to the terms of the law. In other words, an employee may have earned a substantial amount during his base year but the Division, in making its computation, used the highest quarter and then determined the weekly benefit. That amount is multiplied by 25 and if the earnings for the high quarter are not greater than the answer to the multiplication problem, an employee is ineligible for benefits. The Federation's proposal would strike out that part of the law which requires that the benefits be multiplied by 25 and in its place include simply that an employee must have earned at least \$100 in wages during his base year. The bill, as finally enacted, contains a change, although it requires that a claimant must have earned \$150 during his base year—Senate Bill No. 241.

Old Age Assistance

(Petition of the Massachusetts State Federation of Labor)

An Act Providing for the Liberalization of Assistance Granted to Persons Eligible for Old Age Assistance—Senate Bill No. 283. (Subsequently substituted by House Bill No. 2522.)

Adopted by the House of Representatives October 30, adopted by the Senate October 30 and vetoed by the Governor October 30. Veto overridden by the House of Representatives October 30 and overridden by the Senate October 30. Now Chapter 729.

The Federation was required to file this measure because of the Legislators' refusal to call themselves together in special session during 1940 to consider raising the minimum amount payable to recipients of old age assistance from \$30 to \$40 a month. Since January 1, 1940, the Social Security Board has been authorized to match the state appropriation dollar for dollar up to \$20. Because the average amount being paid in Massachusetts is approximately \$28, the aged citizens in this commonwealth are not receiving the maximum amount available to them at Washington. This is due primarily to the attitude of Governor Saltonstall and many members of the Legislature who have been hard at work finding ways of avoiding the responsibility of providing an adequate amount for our aged citizens.

This proposal received tremendous support from numerous agencies, even outside of the labor movement, and it was reported favorably by the Committee on Pensions. It was referred to the Committee on Taxation where a revenue measure was attached to the old age assistance liberalization law providing for a luxury tax of 3 per cent. Subsequently, it found its way to the House Committee on Ways and Means which conducted a hearing on both portions of the bill and finally reported unfavorably on the luxury tax rider.

Finally, after numerous proposed tax measures were rejected, a revenue bill was enacted providing for a 5 per cent tax on meals costing more than one dollar.

Burial Allowance for Fatally Injured Workmen

(Petition of the Massachusetts State Federation of Labor)

An Act to Provide More Adequate Burial Expenses Under the Workmen's Compensation Law—House Bill No. 420. (Subsequently substituted by House Bill No. 1418.)

Passed by the House of Representatives July 16 and passed by the Senate July 17. Signed by the Governor July 22. Now Chapter 495.

At present the Workmen's Compensation Law allows \$150 as a burial allowance in the event of a fatal injury. The difference between this amount and the actual amount of a funeral must be borne by the widow or relatives a deceased workman may leave. Although in the case of a fatally injured workman leaving a widow and dependents, an additional amount prescribed under the law is allowed to such survivors. But in the event of an unmarried person without dependents being a victim of an industrial accident, someone must pay the difference between the allotted sum of \$150 and the actual cost of his funeral.

As a practical matter, a person who is killed in industry with no insurance or other resources, would be allowed \$150 for burial and usually the next of kin would probably assume the cost that is really chargeable to industry, to which he sacrifices his life. This proposal of the Federation increases the amount to \$250. Even though it may be inadequate, it is at least an improvement over the burial allowance provided in the present Workmen's Compensation Law.

Commission on Apprentice Training

(Petition of the Massachusetts State Federation of Labor)

An Act to Establish Within the Department of Labor and Industries a Commission on Apprentice Training and Defining the Powers and Duties of Said Commission—House Bill No. 1135. (Subsequently substituted by Senate Bill No. 794.)

Passed by the House of Representatives October 23 and passed by the Senate October 22. Signed by the Governor October 28. Now Chapter 707.

For several years a Commission on Apprentice Training has existed within the Department of Labor and Industries due to a previous petition filed by the Massachusetts State Federation of Labor in 1938. It was created at that time as a temporary agency and provided representation for Labor, industry and the public. Its purpose was to call attention to the need and make arrangements for apprentice training within Massachusetts industry. Subsequently, the bill was re-enacted which added two years to its life. This year another bill was filed to make the Commission permanent. National defense has proved the need of such an agency and has justified the Federation's proposal of three years ago to undertake a program of training young men in industry for present and future use.

House Bill No. 1135 was subsequently substituted by House Bill No. 1413, a petition filed by the Department of Labor and Industries. The latter measure provides for a division within the Department of Labor and Industries

and a director to carry on the work similar to that performed by the existing commission.

Expansion of this phase of work by the commonwealth, in addition to apprentice and vocational training which is taught by numerous other agencies, both federal and state, is quite essential if the need for skilled mechanics is to be met during days when shortages are claimed by industrialists and others who completely neglected to prepare themselves for a time when they would be faced with the problem of training new people.

Registration of New Manufacturing Establishments

(Petition of the Massachusetts State Federation of Labor)

An Act Relative to the Establishment of New Industries in the Commonwealth—House Bill No. 1134. (Subsequently substituted by House Bill No. 2665.)

Passed by the House of Representatives August 2 and passed by the Senate August 7. Signed by the Governor October 9. Now Chapter 642.

The intent of this legislation is to have new employers of Massachusetts register with the Department of Labor and Industries, thus enable the department to know when fly-by-night employers locate in Massachusetts. Heretofore, numerous such employers, after having been driven out of other states, establish themselves in isolated communities of this commonwealth and operate until their disregard for the labor laws becomes known. Then overnight they move to another state and leave injured workmen and unemployed people who are in need, because of the low wages received.

The Committee on Labor and Industries modified the measure to some extent and reported the measure, requiring employer manufacturers or business establishments to register. In the future, fly-by-night concerns will be in violation of the laws of this commonwealth if they do not comply. If they do register, it will allow the inspectors of the Department of Labor and Industries to consider whether such new employers are observing the wages, hours and safety laws of the commonwealth.

Minimum Mileage Rates for School Buses and Special or Chartered Buses

(Petition of the Massachusetts State Federation of Labor)

An Act Establishing Minimum Mileage Rates for Special or Chartered Buses—House Bill No. 1866; and an Act Establishing Minimum Mileage Rates for the Operation of School Buses—House Bill No. 1867. (Subsequently substituted by House Bill No. 2555.)

Passed by the House of Representatives May 20 and passed by the Senate May 25. Signed by the Governor July 16. Now Chapter 480.

These measures were designed to eliminate unfair competition among those who operated certain school, special and chartered buses in competition with those which are subject to the jurisdiction of the Department of Public Utilities. With no mileage rate established by the department, operators of these types of buses were able to under-bid and secure work from bus companies which are obliged to adhere to certain minimum mileage

rates and also to reasonable wages and hours, as provided in working agreements between such companies and local unions affiliated with the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.

When the measures reached the House of Representatives it was decided to abandon House Bill No. 1867 and substitute House Bill No. 1866 and limit the accomplishments to the regulating of minimum mileage rates for special and chartered buses.

The support given to this measure by representatives of the Street Carmen and Motor Coach Operators Unions throughout the state was indeed heartening. Their response and presence in the State House on numerous occasions had a very definite effect on the favorable outcome.

Labor Representatives on State Board of Vocational Education *(Petition of the Massachusetts State Federation of Labor)*

An Act Providing that a Representative of Organized Labor Shall at All Times Be a Member of the State Board of Vocational Education—House Bill No. 1945. (Subsequently substituted by House Bill No. 2394.)

Passed by the House of Representatives July 21 and Passed by the Senate, July 22. Signed by the Governor July 25. Now Chapter 531.

Presently the State Board of Vocational Education has no representative of Labor. Nor has the board any representative of any organization or agency, as such, which may be concerned with training youth for trades that may be useful in national defense. The Federation strongly advocates that such a board should be made up of an equal number from organized labor, industry and the public. In no other way can the need of skilled and semi-skilled craftsmen be determined.

This measure was approved by the Committee on State Administration and later engrossed in the House of Representatives. But in the Senate, as usual, it met with trouble. President Goodwin's "impartial" presiding over the upper branch caused supporters of this measure to doubt his announcement of the vote to the point of roll call, when it was referred to a third reading. Then it was held by the Committee on Third Reading with the hope that some way would be found to defeat it. Senator Holmes, chairman of that committee, knew there was no third reading change, but couldn't adjust himself to allowing Labor to be represented on the Board of Vocational Education—or perhaps people in the Department of Education didn't approve of the bill and used the usual method of defeating it—the Senate. For once, at least, they failed.

Requirement that Employers Post Notices When not Carrying Workmen's Compensation Policies

(Petition of the Massachusetts State Federation of Labor)

An Act Providing for Certain Reports by Industrial Establishments not Carrying Workmen's Compensation and for the Posting of Certain Notices by Such Establishments—House Bill No. 1136.

Passed by the House of Representatives June 2 and passed by the Senate June 12. Signed by the Governor June 25. Now Chapter 410.

Most employees of Massachusetts assume that when they meet with an accident at their job there are workmen's compensation benefits awaiting them, but in too many cases such employees have been disappointed and relegated to relief rolls. The simple purpose of this measure is to compel employers to post notices advising employees that they do not carry a workmen's compensation policy, thus giving notice to such employees that their only recourse in the event of an industrial accident is to sue their employer at common law.

BILLS FAVORED BY LABOR AND DEFEATED

State Fund for Workmen's Compensation

(An Initiative Petition of the Massachusetts State Federation of Labor)

An Act Providing for a State Fund for Workmen's Compensation—House Bill No. 2034.

Rejected by the Senate June 2 and rejected by the House of Representatives June 3.

The State Federation of Labor has endeavored to have a State Fund for Workmen's Compensation enacted into law for approximately 23 years. Such a law is intended to give coverage and benefits to every workman in Massachusetts who may be idle because of an industrial accident. The proposed law also intends to eliminate the tremendous profit now derived from the Workmen's Compensation Act by insurance companies that now write policies in this state. The present Workmen's Compensation Act is admittedly inadequate. It does not protect or give benefits to workmen who need the law most. Nor does it permit employers to purchase coverage for their workers at a reasonably low rate. The Federation's experience in the Legislature has been that the influence of insurance interests has always been sufficient to defeat the Federation's proposal for a State Fund for Workmen's Compensation. For some strange reason insurance interests have even been able to prevent roll calls on this important issue on many occasions during the past decade at least.

But this year the Federation's course has been changed. Pursuant to action taken at the 54th convention, arrangements were made to file the measure in the form of an initiative petition, and accordingly 24,190 certified signatures were obtained, the constitutional requirement being at least 20,000 such signatures must accompany an initiative petition. After filing the petition and signatures with the Secretary of State on December 4, 1940, as required by the Constitution, it became an orphan and relegated to the powerful Committee on Rules, where it remained until the "board of strategy" determined what its destiny should be.

The main objective of those who opposed the Federation's provision for a State Fund for Workmen's Compensation was to prevent it ever appearing on the ballot. Hence, the Committee on Rules decreed that an advisory opinion should be sought from the Massachusetts Supreme Court, based on a

feeling that the court would advise that the Legislature was constitutionally incompetent to enact such a measure. Therefore, such an influencing opinion would not only encourage the lawmakers to vote against the measure, but would have a definite effect on the vote in 1942. So the Committee on Rules carefully designed a number of questions to ask the Supreme Court. And the Federation's first skirmish with the insurance interests and hostile legislators in connection with this "all-out" fight was under way. Nevertheless, the Legislature voted to send an order to the Supreme Court. But lo and behold, the Supreme Court, with only one dissenter, returned to the Legislature its opinion that such a law would be constitutional and also that the description designed by the Attorney-General, which will appear on the ballot, was adequate. Subsequently, the measure was referred to the Committee on State Administration for a public hearing. The Committee reported that the measure "ought not to pass" with four members dissenting from the majority's report. Those who supported Labor's proposition for a State Fund and prepared a minority report, which is part of Senate Document No. 704 were: Senator William E. Nolen of Holyoke, Representatives John R. Fausey of West Springfield, William C. Lunney of Holyoke and Albert Rubin of Fall River. The delegates will probably be interested in learning the names of members of the Committee on State Administration who signed the majority report against the Federation's proposal, which is also contained in Senate Document No. 704. They were: Senators Cornelius F. Haley of Rowland, Harris S. Richardson of Winchester and Joseph F. Montminy of Lowell, and Representatives Philip Barnet of New Bedford, Ralph Lerche of Northampton, Frank E. Brown of Fairhaven, Lawrence A. Haworth of Dalton, Henry D. Winslow of Cambridge, Clarence C. Colby of Newton, John H. Carroll of Boston and Gerald F. Scally of Boston.

Under the Constitution a roll call vote must be taken on such an initiative petition on or before the first Wednesday of June. This was done and the result was that the Senate rejected the measure 23 to 11 and the House of Representatives also rejected the measure 157 to 64. The roll call vote will appear in the pamphlet containing roll call votes in which Labor is interested next year prior to the 1942 election. This record will serve to inform trade unionists and others interested in the welfare of workingmen as to how their respective Senators and Representatives cast their votes. So the Legislature, true to form, rejected the Federation's petition for a State Fund for Workmen's Compensation. That does not end the fight, however. The Constitution allows that even though the Legislature rejects a proposed law, which is filed in the form of an initiative petition, that it may appear on the ballot, providing an additional 5,000 certified signatures are obtained and filed with the Secretary of State on or before the first Wednesday of August. More than twice that number have been filed.

The above is a brief but factual outline of the 1941 fight for a State Fund for Workmen's Compensation.

Delegates, members of unions and others interested in enacting a State Fund for Workmen's Compensation must remember that the insurance interests will leave no stone unturned to convince the voters of Massachusetts to vote against the Federation's proposal. They have already trotted out many

synthetic arguments against giving all workmen in Massachusetts protection and benefits at rates to employers that are far less than are now charged.

If our campaign for a State Fund is to continue successfully, every affiliated union will have to realize and assume its share of the responsibility, which means that such a campaign will have to be financed and every trade unionist will be required to become a campaigner for Labor's 1942 candidate—A State Fund for Workmen's Compensation.

Peaceful Persuasion Act

(Petition of the Massachusetts State Federation of Labor)

An Act to Further Define the Acts Relative to Peaceful Persuasion and Injunctions in Labor Disputes and to Make Impossible the Emasculation and Nullification of Said Acts and for Certain Other Purposes—Senate Bill No. 419.

Rejected by the House of Representatives July 1 and rejected by the Senate July 7.

Again the Legislature refused to enact the proposed Peaceful Persuasion Act which has been sponsored by the Massachusetts State Federation of Labor for several years. Originally the measure was introduced to give workmen the clear right to picket, distribute literature and carry placards—rights which had been taken away or curbed by court-made laws or city ordinances which in recent years were misinterpreted by local authorities.

This year the measure was filed simply in the interest of having the Legislature bring the statutes of Massachusetts up to date and in harmony with recent decisions of the United States Supreme Court. In at least two decisions (see "Labor Injunctions") the high court made clear that the rights which the Federation sought in this proposed measure are already ours under the Constitution of the United States. So, even though the Legislature has seen fit to reject this measure again, the rights of workmen to picket, distribute literature and carry placards are safeguarded by recent decisions of the Supreme Court.

After the House of Representatives defeated the measure, the Senate did likewise by a vote of 16 to 16. For a minute or two it seemed that the Senate anti-labor machine had misfired and that substitution would prevail, 16 to 15. But President Goodwin, running true to form, cast the deciding vote, causing a tie which meant defeat.

Unemployment Compensation

Of the numerous amendments to the Unemployment Compensation Act filed by the Federation, some were enacted and others rejected. The following is a résumé of those rejected by the Legislature:

Repeal of Merit Rating. During the 1939 session of the General Court an amendment to the Unemployment Compensation Act was adopted, providing for merit rating for employers. In effect, it allowed employers who were paying a tax of 2.7 on their payroll to apply for and receive a reduction amounting to as much as 2.2, or in other words some employers might be fortunate enough to pay only .5 into the Unemployment Compensation Fund.

This plan is based on an employer's employment experience. Those who have very little labor turnover would enjoy the reduction and those who operate businesses considered as seasonal would be less fortunate. The Federation has opposed this method and filed legislation for repeal of that section of the law. Numerous illustrations were presented to the Legislature showing that employers refused to hire temporary employees because such employees would subsequently be laid off and be eligible for benefits, thus affect their experience rating. In other cases employers were found to be distributing a very small amount of work among a large group of employees, thus distributing poverty rather than employment. In the latter instances no employee would become eligible for unemployment compensation benefits and therefore, notwithstanding lack of work and employment opportunity, the employer was recording a good experience rating, making him eligible for a reduction of the amount paid into the fund at the expense of partially employed employees—Senate Bill No. 236.

Voluntary quit. The present law provides that claimants for benefits are ineligible if they "voluntarily quit" their last employment. This is a vicious disqualification feature of the law and is frequently used by employers as a way of challenging claims filed for benefits. It attended the experience-rating plan and is intended to narrow the chances of idle workers obtaining benefits under the Act so that employers may reduce their contributions under the terms of the so-called experience rating plan—Senate Bill No. 234.

Liberalization of benefits. The Federation's measure would have increased the benefit payments from the present amounts and provide for maximum benefits of \$20 for a period of not longer than 20 weeks and minimum benefits of not less than \$10 for a period of not longer than 20 weeks. The present law provides a maximum of \$15 and a minimum of \$6—Senate Bill No. 240.

Labor disputes. This section of the law has been the cause of considerable trouble and concern to unions throughout the Commonwealth. The Federation, therefore, sponsored a measure clarifying and improving upon the sections dealing with a labor dispute. It provides that claimants shall be paid benefits even though they may be on strike if the stoppage of work is due to the failure of an employer to comply with the National or State Labor Relations Acts or the terms of an existing agreement or refuses to submit issues involved to arbitration or abide by the decision of an arbitration board. It further provides that in any event a claimant shall not be declared ineligible for benefits for a period longer than five weeks—Senate Bill No. 237.

Appeals. The law requires that a person who is not satisfied with the termination of his claim is required to appeal within five days. Frequently examiners of claims and others in local offices "take the liberty" of advising such claimants as to their chances of winning an appeal if it went before the Board of Review and too frequently discourage a claimant who otherwise might file an appeal. Numerous instances have come to the attention of officers of the Federation relative to such "free advice" and "street corner opinions" being given to groups of claimants, who then surrender their rights to appeal and thus lose a considerable amount of money that would otherwise be due them as benefits. This measure would permit a claimant to file an appeal even after the five days as the law provides if it can be shown that

failure to file an appeal was due to a mistake, inaccurate information or other reasonable cause—Senate Bill No. 230.

Advisory Council. The present law created a so-called Advisory Council within the Division of Unemployment Compensation, allegedly made up of representatives of employers, employees and the public. Among other insignificant duties, they are required to consider all proposed changes to the Unemployment Compensation Law which are pending before the Legislature. In other words, the Advisory Council of the Division of Unemployment Compensation serves as a legislative waste basket. The scores of proposed measures are considered by the Advisory Council and without making a report to the General Court, as the law requires, the council sneaks in their recommendations, usually just before the Legislature prorogues so that petitioners have no chance to be heard on the recommendations the Advisory Council makes relative to the petitioners' bills. The Federation's bill simply provided for the deletion of that part of the law outlining the Advisory Council's duties that require them to review and report on pending legislation—Senate Bill No. 228.

Benefits for fishermen. Under the present law fishermen working out of the Port of Boston receive no benefit under the Unemployment Compensation Law. The law states that such employees and others do not come within the jurisdiction of the law. In the interest of Federal Labor Union No. 21455, whose membership is made up entirely of fishermen, this measure was introduced to repeal that part of the law which sets forth the exemption—House Bill No. 1758.

State Wages and Hours Law

(Petition of the Massachusetts State Federation of Labor)

An Act to Promote the General Welfare and to Protect the Health, Safety, Morals, and Standard of Living of the People of the Commonwealth by Providing for the Elimination of Detrimental Wage and Hour Standards; to Prescribe the Powers and Duties of the Department of Labor and Industries, and for Other Purposes—Senate Bill No. 546. (Subsequently substituted by House Bill No. 2707).

Rejected by the Senate October 27.

The Committee on Labor and Industries' proposed wages and hours law as a substitute for the Federation's bill sets forth a workweek of 48 hours, after which time and one-half would be paid by employers engaged in intra-state commerce. It also required the payment of not less than 30 cents an hour. Although this measure did not equal the provisions set forth in the Federation's wages and hours law, it was a step in the direction of a desirable state law to provide wages and hours for those not receiving benefits from the Fair Labor Standards Act.

Besides the Federation's bill, there were several others before the committee, including a recess commission's study and recommendations (House Bill No. 2180) on this subject. The recess commission studied the subject matter for more than a year and recommended simply an extension of the present state minimum wage law. It did not provide a minimum wage or a

maximum workweek but provided legislation which would set up wage boards for the numerous industries and occupations over which the law would assume jurisdiction. As such, the measure would be of no benefit because thousands of workers in Massachusetts who need a state wages and hours law are working on jobs that in many instances cannot be described and are in remote areas, thus such workers would probably never realize that such a law was in existence, or no one else would go to the trouble of petitioning for a wage board to consider a minimum wage and maximum workweek for them.

At least the recommendation of the Committee on Labor and Industries would have given benefit to many Massachusetts workers who now are obliged to accept jobs at a wage rate of less than 30 cents an hour and work more than 48 hours per week.

In the Senate the Republican machine was set in motion to amend the measure to death, which is a popular trick used by those who oppose liberal legislation. Almost every Republican Senator filed an absurd amendment and then finally voted against the measure which caused its defeat.

Child Labor Amendment

(Petition of the Massachusetts State Federation of Labor)

Resolution Ratifying the Proposed Amendment to the Constitution of the United States relative to the Labor of Persons Under Eighteen Years of Age—House Bill No. 392.

Rejected by the House of Representatives March 31 and rejected by the Senate April 3.

Although 28 states have ratified the proposed amendment to the Constitution to give Congress the power to regulate the use of child labor, the Massachusetts Legislature continues to reject such a proposition. In recent years the use of child labor has been curbed to some extent, but there is still need for national legislation to completely abolish this evil. In Massachusetts the compulsory school age has been raised to 16 years and under the Fair Labor Standards Act the use of children in industry is prohibited. There remain numerous instances, unfortunately, where no law applies, and therefore the amendment to the Constitution is still needed.

In addition to representatives of the clergy and others who appeared at the hearing against the measure, several members of the General Court went to the trouble of speaking before the Committee on Constitutional Law against the Federation's bill. These members were: Senator Frank D. Babcock of Haverhill; Representatives Eugene J. Sweeney of Lowell, Nelson B. Crosby of Arlington, and Edmond J. Donlan and Paul J. McCarty of Boston.

Election of Judges

(Petition of the Massachusetts State Federation of Labor)

Proposal for a Legislative Amendment of the Constitution to Provide for the Election of Judges by the People—House Bill No. 325.

Placed on File April 24.

In more than 30 states judges are elected and in other states judges are appointed for a specific period of years. But in Massachusetts—and only in Massachusetts—judges are appointed by a Governor, with confirmation by the council, for life.

Interest in this important issue is definitely increasing. More and more people are becoming aware that the popular election of judges would be far more desirable and in keeping with our democratic way of life, than to allow the present system to continue, under which the main qualification of candidates for a judgeship is to know a Governor.

One Day's Rest in Seven for Certain Janitors

(Petition of the Building Maintenance Union No. 21923 of Boston)

An Act, Making the One Day's Rest in Seven Law, So-Called, Applicable to Certain Janitors in Residential Apartment Houses—House Bill No. 1417. (Substituted by House Bill No. 2707.)

Rejected by the Senate October 27.

Under the present law janitors in residential apartment houses are not allowed one day's rest in seven. Although the law prescribes a day off for most occupations, these janitors have never been given proper consideration, mainly due to the influence of the real estate barons who are able to exert their influence among legislators. This measure was filed by the Building Maintenance Union No. 21923 of Boston and supported by the Federation with the clear knowledge that the fight would be a hard one because the opponents are those who own the palatial apartment blocks throughout metropolitan Boston.

Although our efforts were not crowned with success this year, this petition might well serve as a notice that the local union, which has jurisdiction over such workers and which is interested in the future welfare of janitors, will continue to fight until at last they will enjoy one day's rest in seven.

The Committee on Labor and Industries made this measure part of House Bill No. 2707, the state wages and hours law, and then proceeded to exempt resident janitors from the provisions of the state wages and hours law.

Additional Man on Semi-Trailer Truck Units

(Petition of the Massachusetts State Federation of Labor)

An Act to Provide for the Presence of an Additional Man Besides the Operator of any Semi-Trailer Unit or Truck Carrying Five Tons or more Making Pickup and Delivery Service in any Municipality, City, or Town Within the Commonwealth—House Bill No. 1670.

Rejected by the House of Representatives May 1 and rejected by the Senate May 7.

This measure would provide an additional man on large trucks and semi-trailer units, and was filed in the interests of teamsters' unions. The hazard and danger of permitting only one man to handle huge over-the-highway transportation units is obviously dangerous to the owner of the equipment, the driver and the public at large. An assistant driver would be

always present and be able to relieve the driver during his monotonous long runs. But notwithstanding the safety features of this proposal, the measure was again rejected.

Weekly Payment of Wages

(Petition of the Massachusetts State Federation of Labor)

An Act Relative to the Payment of Weekly Wages—House Bill No. 1133.
Rejected by the House of Representatives May 22 and rejected by the Senate May 27.

This measure was designed to compel employers to submit proof to the Commissioner of Labor and Industries of adequate assets in the event wages were paid by check. Legislation along this line is quite necessary in view of the fact that numerous employers pay by check. In a number of instances employees have received wages by check only to find the employer's financial standing is such that they could not receive their money.

Although there is presently a law administered by the Department of Labor and Industries under which back wages can be collected, the adoption of a measure such as House Bill No. 1133 would lessen the number of instances of the law being invoked.

Representative of Organized Labor on Board of Trustees of Vocational Schools

(Petition of the Worcester Central Labor Union)

An Act Providing that a Representative of Organized Labor be Appointed to the Board of Trustees of Every State Vocational or Trade School in the Commonwealth—House Bill No. 1494.

Rejected by the House of Representatives April 29 and rejected by the Senate March 5.

This measure was filed by the Worcester Central Labor Union in an effort to have a representative of organized labor appointed to the Board of Trustees at the Worcester Trade School and a similar representative on boards connected with other trade schools in other communities throughout the commonwealth. Although the bill was rejected, some study should be made of this problem so that future legislation might possibly be designed.

Some progress was made, however, in connection with having a representative of organized labor on boards of this type, in that a measure was passed providing for a representative of organized labor be appointed to the state advisory board for vocational training.

Observance of Armistice Day

(Petition of the Massachusetts State Federation of Labor)

An Act Relative to the Observance of Armistice Day—House Bill No. 1008.
Rejected by the House of Representatives March 6 and rejected by the Senate March 12.

At present Armistice Day is only partially observed. Retail establishments and department stores are permitted to open at one o'clock. This arrangement is due to the efforts of retail merchants who apparently have no desire to respect November 11th as a day on which the conclusion of the first world war is celebrated.

Such a broken day causes confusion among certain employees who are obliged to work from one o'clock to closing time. In fact, numerous retail clerks' unions and others have provisions for the observance of all legal holidays and on Armistice Day, which is looked upon generally as a legal holiday, there is disagreement as to the interpretation of such contracts. On numerous occasions the disagreements have developed into grievances and have been referred to the Arbitration and Conciliation Board.

It was felt that if the law were amended so that Armistice Day was completely observed, there would be no misunderstanding, and the employees affected would enjoy a full day's rest. But Boston merchants and others do not intend to allow their stores to close, even in observance of such a symbolic occasion. Instead, they think in terms of how much business they can do after the parade has passed their front doors.

Prohibition of Substitutes for Brick and Stone on Construction of Public Buildings

(Petition of the Massachusetts State Conference of the Bricklayers, Masons and Plasterers International Union)

An Act Prohibiting the Use of Terra Cotta Blocks, Cinder Blocks and Cement Blocks as Substitutes for Brick and Stone in the Construction of Exterior Walls and Public Buildings—House Bill No. 1282.

Rejected by the House of Representatives March 13 and rejected by the Senate March 19.

In the interest of public safety, the Bricklayers Unions of Massachusetts supported this legislation. Although architects and contractors from far and near opposed the measure, a real fight was put on by Representative Charles Kelley of Worcester. And in addition to his efforts, Edmond Russell, Secretary of the State Conference of the Bricklayers, Masons and Plasterers International Union, spent a good deal of time in the State House in an effort to have this legislation enacted.

Reduction of Number of Taxicabs in the City of Boston

(Petition of the Taxicab Drivers and Chauffeurs Union, Local No. 496)

An Act Relative to Reducing the Number of Hackney Licenses that may be Granted and Hackney Carriages that may be Permitted to Operate in the City of Boston—House Bill No. 1319.

Rejected by the Senate April 28 and rejected by the House of Representatives May 5.

This measure was sponsored by the Taxicab Drivers and Chauffeurs Union No. 496 of Boston in an effort to reduce the number of taxicabs now

allowed to operate in that city. The union's claim is that the large number of taxicabs now operating spreads work opportunity and income to such an extent that taxicab drivers are unable to earn a decent wage without supplementing it by another job. The measure would establish 900 as a maximum number of taxicabs allowed to operate in Boston.

This measure was supported by the owner of the Checker Taxicab Company until the session of the Legislature was under way, at which time he reversed himself and openly opposed the measure.

Licensing of Cooks and Regulation of Commercial Cookery

(Petition of the Cooks and Pastry Cooks Association, Local No. 186)

An Act Establishing a Board of Registration of Cooks and Regulating the Practice and the Occupation of Commercial Cooking—House Bill No. 1287.

Rejected by the House of Representatives March 13 and rejected by the Senate March 19.

In the interest of the public health, the Cooks and Pastry Cooks Association No. 186 of Boston filed this measure to establish a Board of Registration of Cooks, the functions of which would be to regulate the practice and occupation of commercial cooking. Under the terms of this measure those working at the culinary art would be obliged to register and be licensed.

Although the measure has considerable merit, it became associated with scores of other measures to license other people and things and therefore received inadequate attention from legislative committees and lawmakers.

Prevailing Wage and Other Benefits for Certain Municipal Employees

(Petition of the Springfield Central Labor Union)

An Act Requiring Corporations or Boards of Fiduciaries, Supported in Whole or in Part by Public Funds from Cities or Towns, to Pay the Rate of Wages Prevailing in the Several Departments of the City or Town in Question and Extending to the Employees of such Corporations or Fiduciaries the Protection of the Labor Laws of the Commonwealth Applying to Public Employees—House Bill No. 1483.

Rejected by the House of Representatives April 28 and rejected by the Senate May 1.

Seeking to have certain employees of the City of Springfield enjoy a prevailing wage, and also the protection of labor laws which apply to public employees, the Springfield Central Labor Union filed House Bill No. 1483.

The Public School Janitors and Custodians Association No. 35 and the Springfield Central Labor Union vigorously supported this measure but without success. Such petitioners should remember that Senators and Representatives in their respective districts should be urged to support such legislation so that when such measures affecting a given city are considered in the Legislature these lawmakers can aid in its passage.

Transfer of Certain Lands and Buildings to City Property Committee *(Petition of the Springfield Central Labor Union)*

An Act Returning to the City Property Committee of the City Council of the City of Springfield all Control of the Plant Operations of School Lands and Buildings and the Control of Plant Employees in the Schools of Said City—House Bill No. 1352.

Rejected by the House of Representatives May 15 and rejected by the Senate May 21.

This petition was filed in the name of the Springfield Central Labor Union in behalf of the Public School House Custodians Union No. 35 of Springfield, as it seemed desirable to that organization to transfer the control of the plant employees of the Springfield schools to the City Property Committee of the Springfield city government. Members of the Public School House Custodians Union No. 35 feel that under present arrangements the School Committee of the City of Springfield disregards the needs and desires of their membership and that such legislation as House Bill No. 1352 would be beneficial to those employed in the building and under the control of the School Committee of that city.

BILLS OPPOSED BY LABOR AND DEFEATED

Prison Term for Certain Workers Who Strike *(Petition of Senator George W. Stanton)*

An Act Regulating Strikes and Lockouts in Factories and other Places of Business Engaged in National Defense Work.

This measure was introduced by Senator George W. Stanton of Fitchburg who is well known as a flag-waver and know-it-all. Senator Stanton's only motive was to gain popularity at the expense of organized labor at a time when several Communistic-inspired strikes were being carried on elsewhere in the nation.

This proposed measure provided that at least 60 days' notice be given to the Board of Arbitration and Conciliation before a strike could be called in any establishment "engaged in manufacturing, production, processing, repairing, servicing, distribution, transportation or operation of any article, material, equipment, or commodity for the defense of the United States. . . ." It also provided that if the proposed law was violated each person so violating the law would be punished by a fine of not more than \$50,000 or by imprisonment for not more than two and one-half years or both.

Having been filed after the deadline, this petition was referred to the Committee on Rules for admission to the Legislature for consideration and

because of its similarity to the philosophies of Hitler, Mussolini and Stalin, it was never given serious consideration by anyone but Senator Stanton.

At the hearing before the Committee on Rules, Senator Stanton, with the constant assistance of the personal pronoun "I" proceeded to justify the admission of such a vicious and foreign-inspired departure from our democratic way of life. He said, among other things, "The only ones in the labor movement who will be opposed to this measure will be socialists and reds. They will not come up here before us. . . ." He proceeded by telling the committee, "There are a lot of fakers in the labor movement today . . ." and then had the audacity to say, ". . . I was a real union man, and am today."

It will be recalled that two years ago unions throughout Senator Stanton's district, with the active assistance of officers of the Federation, campaigned vigorously for the defeat of former Senator Nutting whom Senator Stanton was challenging for the senatorial seat. After the labor movement's success in disposing of former Senator Nutting, Senator Stanton's first act, by way of demonstrating his gratitude, was to file this measure which is more vicious than any ever filed by a chamber of commerce or manufacturers' association.

A careful analysis of the measure shows that even a delivery man who may be picking up or transporting any article from a factory that is in national defense production could be found guilty of violating this law and be sent to prison for not more than two and one-half years. For instance, if a strike was called by a teamsters' union and a driver would not pick up certain cargo from the platform of a manufacturing establishment, even though he did not know that the cargo was for national defense, he would be in violation of this proposed law.

Compulsory Mediation of Labor Disputes

(Petition of the Massachusetts Chamber of Commerce)

An Act Relating to the Avoidance and Settlement of Labor Disputes Without Recourse to Strikes—House Bill No. 803.

Rejected by the House of Representatives May 7 and rejected by the Senate May 13.

This measure is similar to several bills which have been filed and defeated in the Legislature during the past few sessions. Designed to strike at the heart of trade unionism, its viciousness and pernicious provisions are unwarranted in the light of statistics and other data which reveal that unions in Massachusetts enjoy a record of very few strikes and a relatively negligible number of lost man hours due to industrial disputes.

House Bill No. 803 provided: (1) a so-called "cooling off" period of 10 or 30 days, depending on the nature of the business to be affected; (2) that the right to picket be limited, a provision which is contradicted by recent Supreme Court decisions, and (3) that unfair labor practices now set forth in the State Labor Relations Act be made applicable to "any person" or "labor organization."

Obviously the sponsors of this legislation were not familiar with union activities or collective bargaining or employer-employee relations. If they had been it would not have been difficult for them to realize that such legislation would encourage and increase labor disputes, rather than discourage and eliminate them.

Repeal of Law Relative to Fair Competition for Bidders on Public Works Contracts

(Petition of John J. Casey)

An Act Repealing Certain Provisions of the Law Relative to Bidders on the Construction, Reconstruction, Alteration, Remodelling or Repair of Certain Public Works by the Commonwealth or any Political Sub-division Thereof—Senate Bill No. 504.

Rejected by the Senate April 3 and Rejected by the House of Representatives April 7.

In 1939 the General Court enacted a law to eliminate certain unfair practices in which some building trades contractors had been indulging, namely, chiselling subcontractors and others to whom work was sublet by general contractors. Evidently the petitioner of this measure to repeal that most desirable law is opposed to fair bidding on public works contracts. But since he seems to be one of the very few that oppose fair bidding, the Committee on State Administration gave very little consideration to his proposal. The law which was vigorously supported by building trades unions throughout the Commonwealth in 1939 seems to be working to their satisfaction and there is evidently no need for such a drastic change as proposed by the petitioner of Senate Bill No. 504.

Craft Unit Amendment to Labor Relations Act

(Petition of Labor's Non-Partisan League)

An Act to Amend the State Labor Relations Law—Senate Bill No. 247.

Rejected by the House of Representatives May 7 and rejected by the Senate May 13.

This proposed amendment to the State Labor Relations Act, probably better known as the "Baby Wagner Act," would repeal the craft unit amendment which was enacted in 1938 as a result of a petition filed by the Federation. The craft unit provision assures a minority group of craftsmen a separate bargaining unit whenever a majority of a craft group so chooses.

C.I.O. sponsored this measure and advocated its enactment, but nevertheless the Legislature rejected it.

Creation of a Labor Court

(Petition of William M. Silverman)

An Act Creating a Labor Court and Defining its Powers and Duties, and Limiting the Powers of the Labor Relations Commission—Senate Bill No. 401. (Substituted by House Bill No. 2291.)

This measure is exceedingly technical, complicated, and very difficult to understand. It seems to be based mainly on a desire to create labor judges on a basis similar to the justices of our existing courts. The labor court's jurisdiction would conflict with the present State Labor Relations Board, or possibly eliminate the present arrangement of handling unfair labor practices and certification of appropriate bargaining units.

CONCLUSION

Sufficient experience has been obtained on Beacon Hill this year to justify an observation that the lawmakers continue to give far less consideration to Labor's problems than to the selfish desires of the utilities, insurance, banks and employers. In commenting on the temper of the Legislature this year, I cannot pass without saying that the Senate was even more reactionary than in past years. The favorite pastime on the Hill seems to be to permit the House of Representatives to pass some of Labor's proposals with the full knowledge that the Senate anti-labor machine never misfires.

If Labor plans to make the progress necessary in years to come a more careful study of the legislative machinery must be made. In my six years as the representative of the Federation on Beacon Hill, I have become convinced that the Federation should study the feasibility of a fundamental change in our democratic method of considering and enacting legislation. Our state government is made up of several branches, including the executive, judicial and legislative. The Governor has numerous powers, including the power to veto any act of the Legislature. This is as it should be, as a check is desirable on the activities of the Legislature. The Senate seems to be a branch of the Legislature to balance with the House of Representatives, so that the enactment of legislation must require the Senate's concurrence. But as a matter of fact the Senate machinery does not give complete consideration to actions of the House. Instead, it seems to be a vehicle for Labor's opponents and the opponents of numerous other agencies to use when there is a desire to defeat anything initiated by the House of Representatives. This being so, and it is difficult for any knowing person to contradict, the Federation might well consider the proposal of a unicameral Legislature. I make no recommendation for an immediate change but I do recommend that the Executive Council be instructed and authorized to study the unicameral form of lawmaking, such as exists in the State of Nebraska and make a report of their findings to the 57th convention.

In connection with the forthcoming fight with insurance companies for a State Fund for Workmen's Compensation, the delegates must face the realization that the powerful insurance groups will leave no stone unturned to defeat the Federation's proposal; nor will they be reluctant about spending money. Therefore, the delegates in attendance at the 56th convention, most of whom were present when action was taken in favor of placing the State Fund

for Workmen's Compensation on the ballot, must be prepared to devise ways and means of financing Labor's fight. The Executive Council has given this matter serious consideration and submits the warning that such a campaign cannot be carried on with the normal revenue received by the Federation, nor would the surplus in the name of the Federation be adequate to carry on such a fight. The Executive Council, therefore, unanimously recommends that the delegates take action placing an assessment of one cent per member per month on each affiliated union, such assessment to begin on September 1, 1941, and ending November 1, 1942.

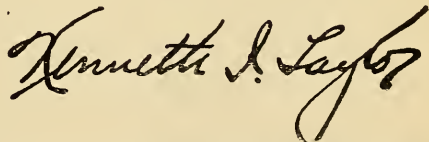
During the course of the year a considerable amount of time was spent organizing new unions. Numerous appeals were received from unorganized workers which resulted in the formation of a number of unions throughout the commonwealth. Co-operation was extended to several localities in Massachusetts.

This report could not be concluded without expressing my appreciation and also the gratitude of members of the State Federation of Labor to those who have been kind and co-operative during the course of the year. On Beacon Hill we have had a limited amount of co-operation in the Senate and I am sure that when the records of our legislative activities are published, the delegates and members of affiliated unions will do their utmost to remember those friends and also those who have interfered with and defeated the legislative program of the Federation. Likewise in the House of Representatives there have been several outstanding supporters of Labor and by and large a greater percentage of members who voted with Labor than in the Senate.

I desire to call the delegates' attention to the continued support and assistance rendered by Commissioner James T. Moriarty who, although exalted to the position of Commissioner, has never forgotten his associations with the trade union movement. To him I express my deep appreciation.

It has been a pleasure to serve another year with President Morrissey and members of the Executive Council. Their help and aid have made the work of your Secretary-Treasurer somewhat easier and to Miss Agnes T. Kane I am very grateful for her constant devotion to the affairs of the Federation and her helpfulness to myself and other officers of the Federation.

Respectfully submitted,



Secretary-Treasurer-Legislative Agent.

ROLL CALL VOTE — STATE FUND FOR WORKMEN'S COMPENSATION

(Vote taken in Senate June 2, 1941 and in the House of Representatives June 3, 1941)

Delegates will be interested in the roll call vote on the State Federation of Labor's Initiative Petition for a State Fund for Workmen's Compensation (House Bill No. 2034). The official vote in the Senate and House of Representatives follows, which sets forth the Senators and Representatives who voted with the Federation for a State Fund for Workmen's Compensation and also those who voted against the Federation's proposal.

SENATE

YEAS.

Casey, P. Eugene
Connors, Louis B.
Dolan, Chester A., Jr.
Harrington, Joseph B.
Hogan, Charles V.
Lane, Thomas J.

MacDonald, Donald A.
Miles, Charles G.
Nolen, William E.
Stanton, George W.
Sullivan, Charles F. Jeff — 11.

NAYS.

Babcock, Frank D.
Blanchard, Arthur F.
Bowers, Richard S.
Brackman, David M.
Coolidge, Arthur W.
Curtis, Laurence
Francis, Joseph F.
Giroux, Eugene H.
Haley, Cornelius F.
Hollis, Arthur W.
Holmes, Newland H.
Hunt, Jarvis

Johnston, Thomas H.
Krapf, George W.
Lee, Robert L.
Lundgren, Harold R.
Mackay, John D.
Montminy, Joseph F.
Nicholson, Donald W.
Petersen, Tycho M.
Richardson, Harris S.
Sullivan, Bernard L.
Sullivan, Leo J. — 23.

PAIRED.

YEAS.

William P. Grant (present),
Joseph L. Murphy,

NAYS.

Mason Sears.
Charles W. Olson (present) — 4

ABSENT OR NOT VOTING.

Gunn, James A.—1.

HOUSE OF REPRESENTATIVES

YEAS.

Askin, William F.
Barbadoro, Henry D.
Barry, Thomas A.
Bessette, Alfred M.
Bessette, Rodolphe G.
Batal, Michael J.
Borsa, Stanley

Bresnahan, Daniel J.
Brooks, J. Kenney
Callahan, George James
Cameron, Colin J.
Capodilupo, Edmund E.
Cappucci, Enrico
Cawley, John M.

Desmond, Cornelius, Jr.
 Dignam, Vincent B.
 Donovan, Susan Bradley
 Dooley, Joseph W.
 Downey, Joseph H.
 Doyle, Anthony R.
 Falvey, John J.
 Fausey, John R.
 Feeney, Michael Paul
 Flaherty, John E.
 Glynn, Theodore A., Jr.
 Iris, Harvey
 Johnson, Adolph
 Jordan, Peter J.
 Kalus, Harry
 Kaplan, Charles
 Kelley, Charles A.
 Kelly, Richard A.
 Lanigan, George T.
 Law, Laurence W.
 Lunney, William C.
 Luz, Joseph F.
 Mahan, Arthur U.
 Mannering, Vincent
 Margolis, Joseph

Markley, Philip M.
 McCaffrey, Charles J.
 McCready, Thomas F.
 Miller, Charles
 Mitchell, George H., Jr.
 Neville, Michael J.
 O'Neill, Thomas P., Jr.
 O'Shea, George J.
 Pothier, Harvey A.
 Powers, John E.
 Reddy, Cornelius E.
 Rubin, Albert
 Skladzien, Charles J.
 Sullivan, Daniel F.
 Sullivan, Jeremiah J.
 Sullivan, John A.
 Sullivan, John T.
 Taylor, Robert L.
 Tobin, James F.
 Troy, John E., Jr.
 Twomey, Cornelius J.
 Walsh, George T.
 Wellen, Norman F.
 White, William E.
 Wondolowski, Stanislaus G.

NAYS.

Akeroyd, William A.
 Andrews, Theodore
 Artesani, Charles J.
 Atkinson, Samuel G.
 Babcock, Josiah, Jr.
 Backus, Robert S.
 Baker, Walter G.
 Baldwin, William A.
 Barnet, Philip
 Barrus, George L.
 Baylies, Walter R.
 Bergeron, Albert
 Bigelow, Albert F.
 Blake, Fred A.
 Brown, Clarence B.
 Brown, F. Eben
 Brown, Russell P.
 Brown, William A.
 Bruce, Archie E.
 Burgess, Arthur I.
 Burke, Harland
 Callahan, Everett E.
 Campbell, Charles J.

Campbell, Robert P.
 Capeless, Matthew J.
 Carroll, John Henry
 Chase, Perlie Dyar
 Clampit, Ralph V.
 Clark, William G., Jr.
 Clarkson, Frank
 Colby, Clarence C.
 Collins, J. Everett
 Cooke, Charles H.
 Cousens, G. Chauncey
 Coyne, Thomas F.
 Crockett, Earl G.
 Crosby, Nelson B.
 Crowley, Jeremiah D. W.
 Cusson, Clifford R.
 Cutler, Leslie Bradley
 Davis, Lawrence H.
 Dennett, Roger
 Dole, Fred B.
 Donlan, Edmond J.
 Driscoll, Charles D.
 Duggan, Henry M.

- Eldredge, Edwin F.
Endicott, Charles K.
Erickson, Sven A.
Falvey, Catherine E.
Ferguson, Charles E.
Fish, Richard H.
Fletcher, Keith F.
Foster, John F.
Foster, Paul W.
Francis, Douglass B.
French, Stephen L.
Furbush, Richard I.
Gallup, Dana T.
Gifford, Allan E.
Gott, Hollis M.
Gray, Thomas T.
Hall, Edward C.
Haworth, Lawrence A.
Hedges, Charles W.
Hollis, Theodore P.
Holman, Charles F.
Howard, J. Philip
Hutchinson, Fred A.
Hyde, William M.
Innes, Charles J.
Johnson, Ernest A.
Kelley, Francis J.
Kimball, John V.
King, Rudolph F.
Kinsella, Michael Leo
Knowles, John Q.
Lane, Myron N.
Lawrence, Walter E.
Lerche, Ralph
Lobel, Louis
Lomax, Terrance J., Jr.
Mahar, Ralph C.
McAndrews, James P.
McCarthy, Edward A.
McCarty, Paul J.
McDevitt, James P.
McDonough, Patrick J.
McIntosh, Harold B. L.
McMorrow, Philip
Milano, Joseph A.
Milne, Arthur W.
Morley, Lester B.
Norton, Newell H.
Nelson, Eric A.
Newman, Vernon C.
Nichols, Edwin H.
Nourse, Leo F.
Nyhan, Francis William
O'Donnell, Daniel L.
Padden, John T.
Palmer, Raymond P.
Parker, George A.
Parker, Haven
Partridge, Clark B.
Patrick, Loomis
Patriquin, Royal B.
Peckham, J. Austin
Pedler, Harold S.
Perkins, Oscar H.
Peterson, Herman P.
Pierce, Frederick E.
Pillsbury, Sam G.
Porter, George W.
Pratt, John D.
Priest, Benjamin B.
Ramsdell, William E.
Reed, William G.
Reynolds, James R.
Richter, Hibbard
Roach, Joseph N.
Roberts, Charles H., Jr.
Rowan, William H. J.
Sally, Gerald F.
Schlapp, Raymond W.
Sessions, William J.
Shepard, Charles E.
Sheridan, Carl A.
Sisson, Robert T.
Skerry, Michael F.
Snow, H. Edward
Southgate, J. Francis
Spear, Margaret L.
Staves, Edward W.
Steele, Avery W.
Stetson, George Ward
Stone, Everett W.
Sweeney, Eugene Joseph
Sylvia, Joseph A.
Taft, William O.
Talbot, Edmond, Jr.
Telford, Clarence F.
Tilden, Nathaniel
Tobin, Robert S.
True, Howard R.
Valentine, John H.

Valley, James L.
 Vaughan, John W.
 Ward, Ira C.
 White, Richard J., Jr.
 Whitney, Otis M.
 Whiton, Joseph L.

Whittier, Sumner G.
 Willis, Frederick B.
 Winslow, Henry D.
 Young, Arthur E.
 Youngman, Arthur L.

64 years; 157 nays.

AFFILIATIONS

Thirty-six unions became affiliated with the Massachusetts State Federation of Labor during the year ending June 30, making a total membership of 622 local unions and 24 central labor bodies. Although tremendous gains have been made in recent years with respect to increasing the number of unions affiliated with the Federation, there remain some locals which seem to prefer non-membership, even though many of them are required to be affiliated by their international unions.

In past years delegates have been urged to assist the officers of the Federation in their effort to encourage non-affiliated unions to become part of the Massachusetts State Branch of the American Federation of Labor. A similar appeal is made to delegates to the 56th convention. The local contacts that can best be made by delegates from the numerous communities should be made and the value of being affiliated carefully outlined. If such assistance is rendered no doubt the number of unions affiliated with the Federation will rapidly increase.

The new affiliations are:

DISTRICT I

American Federation of State, County, and Municipal Employees No. 39-3, Boston
 Compressed Air Workers Union No. 88, Boston
 Federal Labor Union No. 22179, Boston (Brush Makers)
 Federal Labor Union No. 22280, Boston (Designers)
 Malden Central Labor Union
 Meat Cutters Union No. 75, Boston
 Retail Clerks Union No. 1114, Boston

DISTRICT II

American Federation of State, County and Municipal Employees No. 39-2, Fall River
 Building Laborers Union No. 385, New Bedford
 Carpenters Union No. 1531, Rockland
 Ladies Garment Workers Union No. 178 Fall River
 Ladies Garment Workers Union No. 242, Brockton
 Machinists Union No. 1451, Quincy
 Plumbers and Steamfitters Union No. 275, Quincy
 Railway and Steamship Clerks Union No. 899, New Bedford
 Street Carmen's Union No. 1230, Plymouth
 United Textile Workers Union No. 2192, Taunton

DISTRICT III

American Federation of State, County and Municipal Employees No. 39-1, Lowell
 Bartenders Union No. 290, Salem
 Boilermakers Union No. 371, Lowell
 Federal Labor Union No. 22451, Lawrence
 Hotel and Restaurant Employees Union No. 56, Lynn
 Meat Cutters Union No. 342, Framingham
 Plumbers Union No. 400, Lowell
 Rubber Workers Federal Labor Union No. 21914, Watertown
 United Hatters, Cap and Millinery Workers Union No. 87, Amesbury
 United Soap, Glycerine and Edible Oil Workers Union No. 22309, Lawrence

DISTRICT IV

American Federation of State, County and Municipal Employees No. 39-4, Worcester
 Electrical Workers Union No. 256, Fitchburg
 Milford Central Labor Union

DISTRICT V

American Federation of State, County and Municipal Employees No. 39-5, Springfield
 Carpenters Union No. 222, Westfield
 Etchers and Lithographers Union No. 487, Westfield
 Operating Engineers Union No. 98, Springfield
 Public School Janitors and Custodians Union No. 35, Springfield
 Silk and Rayon Workers Union No. 1929, Holyoke

REGIONAL CONFERENCES

During the course of the year Regional Conferences were conducted as usual. Pursuant to the policy of meeting in different cities within the districts, the following schedule was used: March 2, Worcester; March 7, Boston; March 9, Fall River; March 16, Springfield; March 23, Lawrence; March 30, Brockton, and April 16, Fitchburg.

The main purpose of these Regional Conferences is to have activities of the Federation outlined in detail to representatives of affiliated unions in attendance. Each conference was attended and addressed by President Morrissey and Secretary-Treasurer Taylor during which the legislative program was carefully outlined and discussed and other activities of the State Federation of Labor were explained.

It is becoming increasingly certain that these Regional Conferences serve a splendid purpose in that they give the officers of the Federation an opportunity to meet with the active interested representatives of affiliated unions within the several districts. Likewise it gives an opportunity to those present to learn and in return explain to their membership the various activities in which they have an interest.

As in past years, Bernard Wiesman, Field Representative of the Social Security Board, attended these conferences and explained the new changes to

the Social Security Act and was always available to help solve any social security problems to those in attendance or those whom they represent might have. And also a representative of the Workers Education Bureau of America, George M. Fitzgerald, attended and briefly outlined the purposes and activities of the Workers Education Bureau.

The usual and complete co-operation of the Vice-Presidents and central labor bodies was extended and in no small way is responsible for the success of these conferences. The officers of the Federation express their sincere thanks to all who contributed to making arrangements.

REPRESENTATION OF AFFILIATED UNIONS

Last year the 55th convention adopted Resolution No. 29 which dealt with the matter of more representation for small unions at the annual convention. The resolution contained instructions requiring the Executive Council to study the matter and report to the 56th convention.

During the course of the year the Executive Council has studied the proposition. At one of its sessions Aaron Velleman, Business Agent of the Stenographers, Typists and Bookkeepers Union No. 14965, and one of the sponsors of the resolution, was invited to give his views relative to this proposition.

At present the constitution of the Federation allows representation at its annual convention on the following basis: "Each union of 200 members or less attached to a national or international union, when one is in existence, shall be entitled to one delegate and an additional delegate for each additional 200 or a majority fraction thereof." Under this proportionate representation plan a union with a small membership is entitled to one delegate, allowing every affiliated union at least one delegate. Such a means of determining representation seems to be quite universal and difficult to improve upon.

Based on the universal practice the larger unions, of course, are allowed an additional delegate for each 200 members or a majority fraction thereof. This method of providing representation at conventions of the Massachusetts State Federation of Labor has been in effect for a number of years and has apparently been satisfactory. It would be difficult to increase the representation of small unions without giving consideration to increasing representation to other affiliated organizations. Then, too, it must be borne in mind that a problem more important than this one is to have small unions that are entitled to only one delegate, actually send the one delegate. Since affiliated unions seem to be satisfied and adequately represented, it is the recommendation of the Executive Council that no change be made in the constitution with respect to amending the section dealing with representation at annual conventions.

DEFENSE BONDS

Unions affiliated with the Massachusetts State Federation of Labor have all received communications from some agency, including the American Federation of Labor, encouraging the purchase of defense bonds. It is important that workers give serious consideration to this splendid means of saving and also to this way of assisting in financing a tremendous national defense program which is so essential. From an economic standpoint, workers

must realize that the time is near at hand when their increased earnings must be saved, instead of spent on consumer goods that will become increasingly scarce. Within a short time many of the commodities that people with increased purchasing power may want to buy will be limited, due to the change-over of more manufacturing establishments to products essential to national defense. If workers insist on spending their added or increased earnings on commodities that will soon become hard to obtain it will only mean that prices will increase and inflation will set in. Hence, the increased purchasing power will mean little or nothing.

Voluntary saving through the purchase of the defense bonds, which will mature in 10 years, seems to be the logical way of a worker preserving the increased earnings which will be his during this period of artificial prosperity. In this connection the Executive Council feels that the Federation should help set the pace and encourage local unions and members throughout the commonwealth to make such purchases by appropriating a sum great enough to purchase \$10,000 worth of national defense bonds. This is a recommendation in which the members of the Executive Council unanimously concurred and it is the hope of the Council that the delegates in attendance at the 56th convention will see fit to authorize the Secretary-Treasurer to make such a purchase.

SOCIAL SECURITY

In reviewing the progress in the administration of social security programs which is summarized under the following sections on old age and survivors insurance, employment security and public assistance, it seems clear that the early operating difficulties have been overcome and that smooth handling of ordinary claims can confidently be expected as a routine affair.

In this report, however, we must avoid complacency with past progress. To the question, "Are present systems of social security meeting the major needs of American workers and their families?" we must frankly admit that the answer is "No—the task has only begun."

Even though the necessities of the defense program make it difficult to focus public or congressional attention upon the less dramatic problems of ordinary human needs, we may properly demand that the Congress take action to prepare today for tomorrow's needs.

The urgency of preparation for adequate social security is rivalled only by its timeliness. Much fear is being expressed of inflation and of excess purchasing power for consumer goods which may be unobtainable because of defense requirements. To expand social insurance programs during boom employment conditions is the essence of prudence because it prepares a deep defense line against the shocks of post-defense slumps even while it restrains the defense period inflation by diversion of a portion of current income.

Social security is our insurance for the community just as much as for the individual. Congressional preoccupation with defense measures should stimulate and not retard the enactment of needed new services and expansion of existing provisions.

Old Age and Survivors Insurance has now been in the benefit payment stage for one and a half years. Its extreme value is duly evidenced by the hundreds of thousands of families who are drawing, as a matter of right,

monthly insurance payments to compensate for the wage loss caused by the death or old age of the family breadwinner.

Old-Age and Survivors Insurance Benefits

(Rate of Monthly Insurance Payments in Massachusetts Under Social Security Act)

	Rate of Monthly Insurance Payments as of April 1, 1941		As of Jan. 1, 1941	
	Number of bene- ficiaries	Monthly benefit rate	Number of bene- ficiaries	Monthly benefit rate
Benefit payments	16,004	\$310,507	12,332	\$250,463
Benefits to retired wage earners.....	8,710	204,130	7,210	169,489
Benefits to wives (age 65 or over) of retired wage earners	2,662	33,572	2,164	27,295
Benefits to widows (age 65 or over) of de- ceased wage earners	476	9,897	303	6,260
Benefits to widows with children of deceased wage earners	1,198	24,470	905	18,427
Benefits to children of deceased or retired wage earners	2,915	37,848	2,222	28,599
Benefits to wholly dependent aged parents of deceased wage earners not survived by widows or young children	43	590	28	393

Three major defects in the operation of the present system are apparent on the basis of operations to date.

1. Only about 35 million wage earners of an estimated 50 to 55 million are covered under the present system and even many of them are not obtaining sufficient coverage for reasonable protection. The solution is obvious. The present exemptions should be removed completely with the sole exception of those public employees who are protected by sound retirement programs. Even for this latter group, some co-ordination to permit interchange of wage credits is essential as a matter of sound public policy because of the large numbers who are constantly shifting from public to private employment and vice versa.

2. The present law makes insufficient provision for aged parents even though the Social Security Board has liberalized the law substantially by its interpretations. While the cost would be substantial, we believe that monthly insurance payments to aged parents should be made on the same basis as to widows or young children without any test of dependency provided that payments be restricted to those who had been receiving some support from the wage earner and be limited so that duplication of such payments might not occur.

3. The limitation upon earnings of beneficiaries to less than \$15.00 per month is unduly harsh. At least double that amount should be permitted and the severity of the double penalty in cases of failure to disclose such earnings should be mitigated.

Disability Insurance is severely needed if social security is to offer any real protection to the worker and his family. So long as it is possible for a totally disabled worker to lose his family protection under old age and survivors insurance, the lack of disability insurance stands as a major weakness in the social security program.

Workers who have lost time from work because of illness have learned that unemployment compensation is limited to those who are able and avail-

able for work. The worker who is deprived of his pay envelope through illness is really in a much more serious need for insurance than the able-bodied unemployed man or woman because he faces doctor's bills, medicines, etc. In fact, it has been shown that many workers jeopardize their health seriously by remaining at work because of the need for earning the family income when they need to be home under doctor's care.

We believe that, especially during a period of urgent national defense effort, every available step should be taken to finance workers against total or temporary disability due either to accident or injury. While some arguments may exist for segregating compensation for industrial accidents, we believe that the public welfare would best be served by the immediate establishment of federal social insurance against loss of wages due to total or temporary disability. The basic machinery for operating such a system already exists through the tax collecting and wage recording systems under Social Security.

Employment Security is now operated under 51 varieties of state plans. Unemployment compensation is now being paid in Massachusetts with reasonable speed and efficiency under the limitations of a highly anti-social law. The extremely inequitable provisions of the Massachusetts unemployment compensation law are in part a consequence of the eagerness to divert tax income to the benefit of affluent employers through the vicious experience rating scheme. Massachusetts may soon be granting one-third to one-half as much money to employers as to unemployed workers whose families need money to purchase the necessities of life. The money that workers spend is paid in large extent to the prosperous big businesses which hereby enjoy sufficiently steady employment to avoid having to pay their proper share into the job insurance pooled fund.

Details as to our criticism of unemployment compensation are to be found in the long list of amendments filed by the Federation and opposed by the reactionaries. These are listed in the Secretary-Treasurer's report.

Employment Service operates much more closely upon a federal pattern through the standards established under the terms of the Wagner-Peyser Act. The rapid progress made during the past year in the use of the free state employment service seems due primarily to labor shortage in many defense industries but also to the fact that the employment service personnel were finally released from their previous almost total assignment to unemployment compensation claims work. The progress is encouraging to all of us who have long insisted that an unemployed worker should not have to pay a week's salary to a commercial agency for a successful referral slip to an employer. Almost the entire administrative costs of administering employment security are defrayed by federal grants under the Social Security Act.

Public Assistance now is operated on a federal-state basis. The need for more adequate state financing of old age assistance is covered in the Secretary-Treasurer's report in which the campaign to raise the "minimum" in Massachusetts from \$30 to \$40 a month is described. The need for more liberal funds for aid to dependent children is equally great but less well understood publicly. Aid to the needy blind, of course, involves a much smaller expense. But while increasing costs of old age assistance and aid to dependent children will soon taper off and begin to decrease because of monthly payments under the Federal Old Age and Survivors Insurance provisions of Social Security, a vast field of human need remains almost untouched.

In one or two states a few cents a week may be the amount of aid furnished to the middle aged man who is out of work and not covered by job insurance. If he were 65 he might get at least several dollars a month because the Federal Government provides half of the cost of old age assistance and state legislators seem to listen to the pressure of the more vocal organized groups of the aged.

To correct this intolerable situation, made much worse by the severe cut in WPA appropriations, plans have been discussed and substantially supported by thoughtful groups for federal grants for financing direct relief on the same basis as the present three public assistance plans.

Public Assistance Payments in Massachusetts
(Financed by Federal, State and Local Funds — April, 1941)

	<i>Amount</i>	<i>Number of Recipients</i>	<i>Average Payment</i>
Old Age Assistance	\$2,524,496	86,921	\$29.04
Aid to Dependent Children	742,918	31,635	57.97 (per family)
Aid to Needy Blind	27,706	1,176	23.56

General Relief Payments
(Financed by State and Local Funds — April, 1941)

Number of Cases Receiving Relief	45,135
Total Amount of Payments	\$1,181,676
Average Payment per Case	\$26.18

Information Service about the federal social security program and the state employment security program will be available to delegates at the convention through exhibits and pamphlets furnished by the respective agencies through Bernard Wiesman representing the Social Security Board and Fred J. Graham representing the Massachusetts Division of Unemployment Compensation. Their helpfulness has been continued throughout the past year as in years previous. Statistics as to operating results supplied by them are listed in the following pages. We call attention to their availability at the convention or at local union meetings to discuss questions on these subjects in which the members of affiliated unions should take close personal interest.

UNEMPLOYMENT COMPENSATION

The following is an outline of the activities of the Division of Unemployment Compensation. The several tables set forth claims received and benefits paid by the Division. Another interesting table shows the balance in the Unemployment Compensation Trust Fund.

During the year from July 1, 1940 to June 30, 1941 the Division of Unemployment Compensation received \$39,874,081.53 in contributions and penalties and during the same period of time paid out \$25,229,313 in benefits, which includes the payment of partial benefits.

Claims Filed

(July 1, 1940 - June 30, 1941)

The following table sets forth claims filed with the Division each month since July 1st, 1940 and also sets forth the number of continued claims for each month since that date:

	<i>Initial Claims</i>	<i>Continued Claims</i>
July, 1940	57,916	484,526
August	49,422	328,569
September	44,545	278,200
October	53,965	237,911
November	42,417	210,506
December	51,089	239,350
January, 1941	41,667	217,834
February	24,663	172,811
March	24,739	161,155
April	70,769	216,338
May	32,593	219,376
June	31,127	222,914
Total	524,912	2,989,490

Benefit Payments

(July 1, 1940 - June 30, 1941)

During the course of the year ending June 30, 1941, idle workers received \$25,229,313 in benefits. The average check amounted to \$10.01 and the number of checks issued by the Division was 2,520,579. The following table sets forth in detail for each month the number of checks, the average amount of each check and the total amount of benefits paid:

	<i>Number</i>	<i>Amount</i>	<i>Average Amount Per Check</i>
July, 1940	371,038	\$3,721,843	\$10.03
August	347,619	3,530,718	10.16
September	244,665	2,491,069	10.18
October	199,903	1,976,416	9.89
November	198,109	1,893,514	9.56
December	184,660	1,775,192	9.61
January, 1941	204,880	2,012,117	9.82
February	154,421	1,588,288	10.28
March	136,199	1,419,652	10.42
April	122,306	1,262,343	10.32
May	177,527	1,788,024	10.07
June	179,252	1,770,137	9.89
Total	2,520,579	\$25,229,313	\$10.01

Payment of Partial Benefits

(October 1, 1940 - June 30, 1941)

Prior to October 1, 1940, workers who were employed part time at their usual occupation were not eligible for benefits under the Unemployment Compensation Law. If such work were considered casual or otherwise different from their customary occupation and amounted to less than \$5, a worker could receive his full benefits. Because of this obvious injustice, the

Federation filed legislation providing for the partial payment of benefits, which means that a worker on part-time employment may apply for and receive the difference between his earnings and the amount he would receive if totally unemployed. Since the amendment to the law took effect, 159,025 partial payment checks have been issued by the Division amounting to the total sum of \$875,540. The following table sets forth the number of checks and the amount paid each month since October 1st, 1940:

	<i>Number of Checks</i>	<i>Amount</i>
October, 1940	16,594	\$ 95,341
November	31,937	181,831
December	31,326	173,152
January, 1941	29,259	160,615
February	14,055	74,884
March	11,847	62,924
April	8,477	44,428
May	6,936	37,722
June	8,594	44,643
Total	159,025	\$875,540

Trust Fund

(July 1, 1940 - June 30, 1941)

On June 30, 1941, the Unemployment Compensation Trust Fund amounted to \$90,246,385.60. The balance seems to be definitely on the increase, although when experience rating for employers takes effect on January 1, 1942, it can be expected that the contributions will decrease and probably amount to less than the total amount of benefits paid. This will probably cause the balance to start decreasing until it reaches the highest amount paid in contributions during any one year during the past ten.

The following table shows the amount of contributions paid and the balance now in the fund:

	<i>Contribution. and Penalties</i>	<i>Interest from U. S. Treasury</i>	<i>Benefit Payment (Net)</i>	<i>Balance in Fund*</i>
July, 1940	\$3,136,751.31		\$3,716,807	\$75,319,838.34
August	5,901,157.51	\$478,361.14	3,522,337	78,177,019.99
September	117,663.66		2,486,250	75,808,433.65
October	3,155,058.71		1,972,200	74,678,566.79
November	6,007,148.41	469,385.61	1,887,388	79,267,712.81
December	205,201.32		1,771,648	77,701,266.13
January, 1941	3,896,858.34		2,007,643	79,590,481.47
February	6,104,897.05	469,862.19	1,582,921	84,582,319.71
March	104,533.90		1,408,497	83,278,356.61
April	3,978,324.78		1,245,297	86,011,384.39
May	7,156,231.67	501,158.67	1,775,500	91,893,274.73
June	110,254.87		1,757,144	90,246,385.60
Total	\$39,874,081.53	\$1,918,767.61	\$25,133,632	

*During the month of October, 1940, there was deducted from the Fund the sum of \$2,312,725.57, which was transferred to the Railroad Unemployment Insurance Account in accordance with section 13 of the Railroad Unemployment Insurance Act

Board of Review

Under the reorganization bill enacted during the 1939 session of the General Court, a Board of Review was created within the Division of Unemployment Compensation but not subject to the supervision of the Director. It operates as an independent quasi-judicial body and considers appeals taken from initial determinations in local offices. During the course of the year ending June 30, 1941, the following cases were received and disposed of:

Report of the Appeals Received and Disposed of

New Cases received during the year.....			4128
(July 1, 1940—June 30, 1941)			
Allowed in local office	830	(20%)	
Denied in local office	3298	(80%)	
Cases Disposed of			3417
Allowed	1140	(33%)	
Denied	1997	(58%)	
Withdrawn by the claimants or closed because of the failure of interstate claimants to follow up their claims	280	(8%)	

The following analysis of the appeals sets forth interesting reasons for the denial of benefits by local offices:

Voluntary Quit	1741	Partial Employment	7
Capable and Available	306	Suitable Work	19
Labor Dispute	1301	Referral	4
Wage Record	256	Insufficient Earnings	2
Discharge	8	Self Employment	2
Work Available	14	Eligibility	14
Independent Contractor	24	Procedure	5
Pension	11	Jurisdiction	2
Odd Jobs	91	Miscellaneous	98
Status	142		
Total Unemployment	81	Total	4128

Advisory Council

The duties of the Advisory Council are to consider and make recommendations on legislation pending in the Legislature and to advise the Director of the Division of Unemployment Compensation. Each member received a per diem of \$15 for not more than 100 days, giving each member a salary of \$1,500 a year, plus expenses. The Council is made up of two representatives of employers, two of employees and two of the public.

The Federation should be concerned, of course, about the activities of the Council as such, but more especially interested in the activities of the two alleged labor representatives. Other than one or two recommendations of the Advisory Council which coincided with petitions filed by the Massachusetts State Federation of Labor, the Advisory Council, including the employee representatives, has opposed the numerous amendments to the Unemployment Compensation Law filed by the Federation. Wage earners of Massachusetts are so poorly represented on the Council that President Green felt constrained to communicate with them, a copy of President Green's letter being as follows:

Mr. Joseph J. Cabral
14 Hardwick Street
Cambridge, Massachusetts
and
Mrs. Mary M. Riley
86 Mt. Vernon Street
Dorchester, Massachusetts

February 28, 1941.

Dear Mrs. Riley:

It has come to my attention that the Massachusetts Advisory Council of the Division of Unemployment Compensation recently submitted a report which recommends that Congress make no changes in the law in the direction of establishing Federal benefit standards and eliminating experience rating. I was surprised that the labor representatives on this Council did not submit a minority report opposing this recommendation.

You probably know that the McCormack Bill which was introduced last year was endorsed by the American Federation of Labor and supported by the Massachusetts State Federation of Labor. In view of the fact that organized labor has officially taken the position that Federal standards are essential in providing a satisfactory unemployment compensation system for the workers of this nation, we feel that labor representatives on an Advisory Council should present that view.

I should be glad to know in what sense you interpret your position as labor representative on this Council. The American Federation of Labor believes that labor representatives should, in carrying out their function in each state, keep in close touch with the officers of the State Federation. Only in this way can they really represent labor.

Fraternally yours,

Wm. GREEN, President,
American Federation of Labor.

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It should be realized that the Advisory Council is the bottleneck which interferes with the Federation's normal progress in connection with perfecting the Unemployment Compensation Law. After public hearings, the Committee on Labor and Industries awaits the advice and recommendations of this Council, which usually reach the State House some time shortly before proration. Then, no further hearings are held and their recommendations are brought into the Legislature by way of the Committee on Ways and Means in an omnibus bill, which would take weeks to digest at a time when there are but a few days of the session left.

It is recommended that the incoming Executive Council be authorized and instructed to consider the activities of the Advisory Council of the Division of Unemployment Compensation and especially the activities of the alleged employee representatives and if, in the judgment of the Executive Council, their findings warrant, the employee representatives should be invited to appear before the Executive Council to show cause why the Federation should not ask the Governor for their removal.

Unfortunately members of the Legislature rely too heavily upon the Division of Unemployment Compensation for advice with regard to changes in the law. It seems to be a dangerous trend to permit the authority and prerogatives of the Legislature to be usurped by a department. No other department imposes its views or exerts its influence or endeavors to lobby for or against legislation affecting the laws which it is obliged to administer. In the case of unemployment insurance, it appears that petitioners have little to say as to the needs of workers of Massachusetts. Instead, workers must depend upon the generosity of the officials of the Division of Unemployment Compensation who are frequently looking at proposed betterments from the point of view of how much their work and responsibility would be increased.

DEPARTMENT OF LABOR AND INDUSTRIES

Commissioner James T. Moriarty continues to be in charge of the state agency which is most important to Massachusetts workers—the Department of Labor and Industries. His appointment by Governor James M. Curley in 1935 and his reappointment by two succeeding governors indicates rather clearly that the department is in good and efficient hands.

The following is a summary of the activities and purposes of the several divisions in the Department of Labor and Industries, which will no doubt be of interest to those attending the 56th convention.

Division of Industrial Safety

Chapter 149 of the General Laws provides many provisions designed to protect the wage earner. During the year ending November 30, 1940, a total of 70,440 visits of various kinds were made by the inspectional force of the division in the course of policing the labor laws. During this period 36,399 establishments employing 706,890 persons were inspected. Of this number 24,789 were mercantile establishments, 5,120 mechanical establishments, 4,773 manufacturing plants, and 1,717 other establishments. Over the same period 10,541 written orders and 9,727 verbal orders were issued to various concerns to correct violations that were found to be existing in the respective plants. Complaints investigated by the inspectors of the Division totaled 1,703 in the past year, 1,660 of these complaints were filed by individuals, and 43 by labor unions and other co-operative agencies. All of these complaints were investigated and 886 were found to be justified and were corrected.

In the past year, 744 industrial accidents were promptly investigated by our inspectors and the proper measures were taken to prevent the recurrence of these accidents. To this Division has also been assigned the enforcement of the weekly payment of wages statute, and through the medium of this statute a valuable service has been rendered to the wage earners of the Commonwealth, particularly in the lower brackets. During the past year \$63,454.83 was collected and distributed among 2,010 wage earners.

The law making it mandatory to license all painting rigging and that an employee with a rigger's license be located on the job at all times has proven a great benefit not only to the employee, but to the employer as well. The employee has benefited because of the reduction of accidents of all kinds heretofore caused either by bad equipment or by the setting up of rigging

by men who were not qualified. The employer's benefit has been derived from the substantial reduction in the premiums paid for his compensation insurance.

During the past few months the requirements of this Division have been tremendously increased because of increased employment brought about in great part by National Defense production. In this period there has been considerable pressure brought upon the Department in various ways by concerns engaged in National Defense production seeking exemptions from our State labor laws, but in no case have these exemptions been granted, and the workers employed on National Defense are receiving the full protection of our State labor laws.

Division of Minimum Wage

According to the latest available figures approximately 500,000 women and minors are directly concerned with the Massachusetts Minimum Fair Wage Law which covers 25 occupations. However, in view of the increasing demand for women and minors in defense industries, especially the wearing apparel occupations, the number of persons affected by the state minimum wage law at this time is undoubtedly larger.

The work of enforcing the Massachusetts Minimum Fair Wage Law is carried on by a staff of six investigators. Systematic visits are made to the various establishments covered by wage orders to check on the actual wages received, the accuracy of the records kept and to explain, in many instances, the proper manner of keeping records. In the case of employees who are handicapped by reason of mental or physical deficiency or age, these inspectors interview the employees at work to determine the degree of handicap suffered and to report on the justification of a special license permit authorizing the worker to be employed at less than the established minimum.

Because of the limited personnel it has not been physically possible to visit every establishment in the State which has been brought within the scope of the State minimum wage law. However, complaints of low wages in factories or in homes are investigated and adjustments are effected or retroactive wages collected when such complaints are warranted. During the past year 34,140 records were secured in 2,235 establishments. From 1940 to date \$15,453.68 has been collected in retroactive wages and distributed to 857 women and minors.

During 1940-1941 two wage boards have met and have submitted reports. Upon the petition of the Stenographers' Union, American Federation of Labor; the Office Workers' Wage Board was convened on April 3, 1940 and on August 1, 1941, the order will become mandatory. This order alone affects at least 150,000 women and minors. The Restaurant Wage Board has submitted its second report and a public hearing will be held thereon in the near future.

Conciliation and Arbitration

During the past 18 months, the number of cases coming before the State Board of Conciliation and Arbitration has increased considerably. During 1939 there were 325 applications for arbitration as against 315 in 1938. During the same period there were 380 cases of conciliation as against 311 during 1938.

For the first eight months of the fiscal year of 1941 there were 234 arbitration cases as against a total of 325 for twelve months in 1940, and during the first eight months of the fiscal year of 1941 there were 285 conciliation cases, as against a total of 380 for the whole twelve months of 1940.

One investigation was made on complaint of the Building Maintenance Employees Federal Union to determine and place the blame for a stalemate in negotiations for a contract with the operators of a number of large Boston buildings. The Board held several largely attended public hearings, and afterwards published its findings, holding that the employers were responsible for the failure of the parties to reach an agreement.

Space does not permit a detailed list of the large number of cases which have been settled by this Board, but the records show that this state continues to show less man hours lost through strikes than any similar industrial state in the country.

The total number of strikes which occurred in Massachusetts in 1940 was 104, or 12 less than the number (116) in 1939 and the number of workers involved in strikes which occurred in 1940 was 21,911, which was less by 12,921 than the number of workers involved in strikes which occurred in 1939. The number of man-days idle on account of strikes which occurred in Massachusetts in 1940 was 256,025, which was less by 108,392 than the number of man-days idle as a result of strikes in 1939.

In 1940 the number of workers involved in the 104 strikes in Massachusetts (21,911) constituted 3.8 per cent of the total number (576,988) involved in all strikes in the United States in that year; and the number of man-days idle as a result of strikes in Massachusetts in 1940 also constituted 3.8 per cent of the total number of man-days idle (6,700,872) as a result of strikes in the United States.

Nearly all of the strikes in Massachusetts in 1940 were in other than defense industries. In 1940 nearly half of the strikes in Massachusetts were for union recognition and nearly all of the other strikes were for increases in wages and reduction in the hours of labor.

Division of Standards

The Division of Standards enforces the law in relation to weights and measures which, in addition to consumer protection, includes the testing of devices used for determining wages or compensation for labor performed. It promulgates regulations in relation to the following: manufacture and sale of bread; marking of food in package form; leather measuring machines; manufacture and sale of clinical or fever thermometers; taxi meters and odometers; prescribes methods of measurements of shingles; examines measures of leather to determine fitness; sets up specifications and tolerances for all types of weighing devices and exercises approval authority over all types of such devices, and approves types of paper or fibre cartons used as measures. It calibrates standard weights for officials of all cities and towns of the Commonwealth; licenses hawkers and peddlers and transient vendors; enforces the law relative to the quality and sizing of anthracite coal, and maintains a laboratory for weights and measures,

The Division on the Necessaries of Life

The Division on the Necessaries of Life under statutory authority studies and investigates the circumstances affecting the price of fuel and gasoline and other commodities which are necessities of life and may inquire into all matters relating to the production, transportation, distribution and sale of such commodities with quasi-Judicial power to summon parties and records, conduct hearings, and publish findings. It also studies and investigates the circumstances affecting the charge of rent of living quarters; publishes monthly a "cost of living index" for the State which includes the elements of food, clothing, shelter, fuel, light and sundries, and periodically compiles and publishes statistics showing receipts and distribution of coal. It licenses retail dealers of gasoline, enforces the law against adulteration, substitution and misbranding of gasoline and oils, including the quality of gasoline. It maintains a testing laboratory for analysis of gasoline and lubricating oils.

Division of Occupational Hygiene

Principally because of the speeded industrial tempo caused by the national defense program, the work-load of the Division of Occupational Hygiene shows a greater increase in 1941 than in any previous year since it was established. While the state budget has made no provision for personnel expansion in the last seven years, it has fortunately now been possible to secure federal funds to enable substantial additions to the staff, offices and laboratory facilities to meet the increasing load. Thus the division's working force, which up to the spring of 1940 stood at the original 1934 figure of five, has in the last year been augmented by a physician, four chemists, two engineers and three general clerical and stenographic workers. Additional to these are a varying number of part-time WPA and NYA laboratory and office assistants.

Current activities of the division are well described in the following quotation of a divisional bulletin from a recent issue of Boston Business:

"The great increase in manufacturing activity incident to the national defense program is bringing new health problems to industry and aggravating many of the old ones. Typical causes are (1) introduction of potentially dangerous chemicals new to the plant's experience, (2) stepping-up a hitherto safe process to the point where it becomes hazardous, (3) assignment of jobs involving risk to health of inexperienced workers, (4) vitality lowered by fatigue, with consequent inefficiency and absenteeism, and (5) 'short cuts' in employment, safety and medical procedure, due to failure of these services to keep up with physical expansion."

Occupational health hazards of major interest recently investigated include those related to arc welding in the shipbuilding industry, radium painting of dials for airplane instruments, use of mercury-carroted fur in felt hat manufacture, and anthrax in the leather and brush making trades. The division is represented on a committee of the New York State Labor Department engaged in drawing up rules for the prevention of radium poisoning in dial painting and participated in a meeting called by the Public Health Service in Washington at which representatives of Labor, industry, federal and state governments drew up an agreement to outlaw mercury from the felt hat trade as of next December.

LABOR INJUNCTION

The past year has seen the greatest step forward in the field of fair play to Labor in the equity courts in the history of the United States. In the past, states, including our own, have passed anti-injunction legislation only to have it nullified and emasculated by the courts.

On February 10, 1941, the reconstructed United States Supreme Court handed down two decisions which squarely met the issue of whether or not unions can picket establishments where none of the employees involved are members of the union that is doing the picketing, and where the employees have no dispute with their own employer. In the case of the American Federation of Labor vs. Swing, the Illinois state court had enjoined the picketing under the rule Massachusetts has been using, namely: that "peaceful picketing is unlawful when conducted by strangers to the employer (i.e., where there is not a proximate relation of employees and employer)." The United States Supreme Court overruled the injunction and said that it violated the Constitution of the United States, Fourteenth Amendment, which prevents states from depriving citizens of "liberty" which they interpreted to include the right of peaceful picketing. Here there was no violence either on the picket line or anywhere else connected with this situation. Nor was there any "mass picketing." The Supreme Court said: "A state cannot exclude working men from peacefully exercising the right of free communication by drawing the circle of economic competition between employers and workers so small as to contain only an employer and those directly employed by him. The interdependence of economic interest of all engaged in the same industry has become a commonplace. . . . The right of free communication cannot therefore be mutilated by denying it to workers, in a dispute with an employer, even though they are not in his employ."

On the same day, the United States Supreme Court handed down another decision which merits a word of caution. In Milk Wagon Drivers' Union of Chicago vs. Meadowmoor Dairies, the Supreme Court upheld an injunction where there was violence, even though the violence did not occur on or near the picket line, and even though the union officials testified that they had warned against violence and that they had not directed it or been in favor of it. The decision held that a state court can "enjoin acts of picketing, in themselves peaceful, when they are enmeshed with contemporaneously violent conduct." The court did say that "peaceful picketing is the workingman's means of communication." But the court added: "But utterance in a context of violence can lose its significance as an appeal to reason . . . such utterance was not meant to be sheltered by the Constitution."

In the Meadowmoor case the picketing was peaceful, but was enjoined because it was "set in a background of violence." Here the union officials denied that they were responsible for the violence, and indeed testified that they gave orders against violence. But this did not make any difference because the court said: "A state is not to be treated as though the technicalities of the laws of agency were written into the Constitution."

Another interesting point is suggested in the Meadowmoor case, because the picketing there was in the nature of a secondary boycott. The Milk Wagon Drivers' Union picketed stores that sold milk under the "vendor" system. The employees in the store were not eligible to join the union, but the union

picketed with signs saying that the store was "unfair to organized labor." As stated above, the injunction was granted because there was violence, but it was clearly intimated by the court that if there were no violence there would be no injunction and that the injunction would be removed when the effect of the violence wore off, thereby indicating that the secondary boycott picketing would be permitted if peaceful.

This theory was followed by Mr. Justice Fosdick of the Superior Court of Massachusetts, when he allowed the strikers from the Lewis Candy Company in Malden to picket the stores of Lord's Candy Company in Boston, although there was apparently no connection between the two corporations and the clerks in the candy stores were not eligible to join the union at the Lewis Candy Company in Malden. This principle was also recognized by Mr. Justice Forte when he upheld the right of the New Bedford Teamsters' Union to picket a non-union trucker by means of picketing at various places where the trucker loaded or unloaded.

Despite these revolutionary changes in the position of our courts, the Massachusetts Legislature refused to pass the Peaceful Persuasion Act which would have put into our state law as statute merely these rights guaranteed by the Fourteenth Amendment, and which would have made clear to policemen and police captains and district court judges throughout the Commonwealth exactly what the law is.

HOUSING

During the past year emphasis by the federal government has been put upon housing for the defense workers and the civilian and enlisted personnel at the army camps and air fields.

The program for Massachusetts is as follows:

UNDER CONSTRUCTION, COMPLETED, OR APPROVED

<i>Location</i>	<i>Establishment</i>	<i>Dwelling Units</i>
Boston*	Navy Industrial	873
Chicopee	Westover Field	200
Ayer	Fort Devens	300
Squantum	Navy Air Base	50
North Weymouth	Navy Industrial	177
Chicopee	Defense Industrial	300

*Completed project acquired from Boston Housing Authority.

Since our last report there has been one new local Housing Authority established in the city of Peabody. Efforts were made in Springfield and Lynn to promote Authorities but the opposition was so great that a tie vote of the city council in both cases defeated them.

Following is a list of the active local Authorities together with the work in process or completed:

	<i>Number of Projects</i>	<i>Number Dwelling Units</i>	<i>Approximate Total Cost</i>
Boston	9	6400	\$34,881,355
Cambridge	1	324	1,915,121
Chicopee	1	250	1,159,000
Fall River	2	579	2,726,529
Holyoke	2	383	1,999,281
Lowell	1	536	2,940,869
New Bedford	2	400	1,984,985
Lawrence	1	292	1,586,632
	19	9164	\$49,193,772

At this time, seven projects are complete; eight are under construction, and four are in the planning stage. The average building construction cost throughout the state was: Per dwelling unit, \$3239; per room \$742.

It is evident from the above, that there was great activity during the year 1940 and that this will continue through 1941. With the exception of a possible additional project in Peabody, the appropriations under this program have been exhausted. It is hoped, however, that additional monies will be provided by the federal government to continue this program after the present emergency has passed, and in this way, provide post war employment.

The following Housing bills sponsored by the State Housing Board were presented to the General Court and received our active support:

House Bill No. 70—This bill was necessary because of the danger of the federal government coming into Massachusetts and building defense housing without any local control. Responsible Housing Authorities had been established in many cities, and it was felt that any housing built should be handled by them, if possible. It was questionable under the Massachusetts law whether this could be done. This bill which was enacted after a great deal of opposition as Chapter 317 of the Acts of 1941 will make it possible for local Housing Authorities, in co-operation with the federal government, to build and manage defense housing projects.

House Bill No. 71—This bill was necessary because of an Act of Congress which prohibited the payment of funds to any Housing Agency which had not adopted regulations under state law, prohibiting acceptance as a tenant in a housing project any person other than a citizen of the United States. There was in Massachusetts an inconsistency between the state and the federal statutes and this threatened to hold up the entire housing program. The enactment of this bill as Chapter 269 of the Acts of 1941 corrected this situation and permitted the Housing Authorities to carry on the work.

House Bill No. 72—This bill was necessary because of differences in the local and state building codes. In Boston, it was possible to erect three-story fireproof apartments with only one staircase, but under the state public safety law this could not be done in any other city. This type of construction has been generally accepted throughout the country as both safe and sound. The enactment of this bill as Chapter 291 of the Acts of 1941 will not only bring about uniformity of law throughout the State but will permit of great economies in the planning of housing projects.

House Bill No. 73—This bill, while not absolutely necessary, would be very desirable. The soundness of the bonds of local Authorities is well established. It is curious that the banking interests of this State can remain so short-sighted as to still oppose a measure which would benefit themselves most of all, and particularly when banks all over the country are purchasing these bonds as first class investments.

House Bill No. 74—There are several reasons why this legislation was necessary. A glance at the map of any of our cities showing the extent of the sub-standard housing areas would indicate very clearly the depressed social and economic condition of the city. It would also show that the extent of these areas is so great that it is futile to expect that the federal government can ever do the whole job of rehabilitating them, and that private enterprise must be encouraged to invest its money in rehousing these areas. To do this, capital must be given concessions such as a measure of tax exemption, and at the same time safeguards must be established which will protect the best interests of the city, capital and the tenant. If a program of building in these areas as proposed could be initiated, it would continue for many years and provide a bulwark against unemployment in the years after the present emergency has passed. This bill was referred to a recess commission for study, and it is hoped that Labor will have representation on it. It is interesting to know that the movement is meeting with a great deal of support from many groups who feel that its solution will be in part the answer to some of the difficulties which the cities are experiencing today.

PUBLIC UTILITIES

For 15 years the Federation has had a standing Committee on Power. The executive officers supported by the Executive Council changed the name to the Committee on Public Utilities.

For many years this committee has successfully carried on cases before the Department of Public Utilities in the various cities and towns protecting the rights of the consumer and the position of the trade union movement on the latter question of public utility service. This year the outstanding case was that of the revived attempt to sell the Boston Elevated power plants to the Boston Edison Company.

There was an impact created where several agencies attempted to force an unwarranted and dangerous exchange of monies for property that would have a direct bearing upon the whole public service of the Boston Elevated Railway. This matter was referred by the President and the Secretary-Treasurer to the Committee on Public Utilities for action.

Several meetings were held and our case carefully prepared and conferences were held with the trustees of the Boston Elevated Railway, expressing our position in no uncertain terms and making certain definite requests and we are hoping to report that they were complied with.

We are of the opinion that it was our effort that stopped the sale of the power plants and a real public service was rendered. Considerable newspaper publicity was entered into and some correspondence carried on through the

office of the Secretary-Treasurer and at the last meeting of the committee on Public Utilities it was voted that our position would be that of continuing our fight for further public control in the interest of public utility.

Several new approaches to the whole question of public utilities have been entered into and from now on this committee will be in the forefront in carrying on the fight on public utility which in any sense, directly or indirectly, would interfere with the rights of the consumer in the question of rates, policy or program.

The committee is representative of each trade involved in the production, operation and transmission of light, heat and power, and should be in a position to protect the rights of all in matters affecting the relationship between the public utilities, our membership and the public.

REPORT OF COMMITTEE ON EDUCATION

The activities of the Committee on Education of the Massachusetts State Federation of Labor covered three broad projects: (1) 1941 Labor Institute; (2) State Teachers Colleges as a basis for public junior colleges, and (3) slow progress of organized teacher movement in Massachusetts.

The 1941 Labor Institute held at Amherst on the campus of Massachusetts State College maintained the high standard inaugurated in the first Institute held in 1940 at Campion Hall, North Andover. As a summary of the proceedings is available to all delegates, only brief mention is required here.

Several sessions of the Committee on Education were held at Boston during the year. The major task of the committee was the 1941 Labor Institute.

According to instructions of the 55th convention, the Committee on Education and Legislative Agent Taylor opposed the attempt to close any of the State Teachers Colleges. This opposition was made, not only on general principles, but also on the basis that in working towards a full State University for Massachusetts that several of the State Teachers Colleges might be transformed with the same plant and same teaching staff, into public junior colleges.

HARRY A. RUSSELL, Engineers No. 849, Boston (Chairman)
 GRACE M. BARRY, Telephone Operators No. B-1120, Boston
 CHARLES T. BUCHANAN, Motor Coach Operators No. 238, Lynn
 JOHN J. BUCKLEY, Teamsters No. 25, Boston
 WALTER COLLINS, Federal Dabor No. 21923, Boston,
 JOHN D. CONNORS, Teachers No. 263, New Bedford
 DANIEL J. GOGGIN, Boot and Shoe No. 138, Boston
 PHILIP KRAMER, Ladies Garment Workers, Boston
 FRANCES MASTERTSON, Teachers No. 495, Lowell
 FRANKLIN J. MURPHY, Hotel and Restaurant Employees No. 319, Lawrence
 HENRY C. MURRAY, Paper Makers No. 12, Fitchburg
 LAURENCE PRATT, Carpenters No. 624, Brockton
 LEONARD A. RYAN, Teamsters No. 170, Worcester
 WALTER A. SIDLEY, Teachers No. 244, Lawrence

NATIONAL LABOR RELATIONS BOARD

Under the direction of Dr. A. Howard Meyers the First District of the National Labor Relations Board represents that agency throughout New England, except a small portion of southwest Connecticut. Since 1935 when the National Labor Relations Act was adopted by Congress the First District has handled hundreds of cases based on charges against employers of having discharged employees for joining unions and for other unlawful reasons; and also based on petitions for certification filed by unions claiming to represent certain workers, which usually resulted in an election.

During the period from July 1, 1940 to June 30, 1941 the National Labor Relations Board held 79 elections in Massachusetts. Thirty-five were won by unions affiliated with the American Federation of Labor, 18 by unions affiliated with the Congress of Industrial Organizations, and six by independent unions. Twenty elections were lost because the involved unions failed to get the majority necessary for certification, 13 of which were lost by unions affiliated with the American Federation of Labor and seven lost by unions affiliated with the Congress of Industrial Organizations.

With respect to the elections won by unions affiliated with the American Federation of Labor, the following is a record of the unions involved and the number of elections won by such unions:

United Garment Workers of America, one; Bakery and Confectionery Workers International Union, two; United Textile Workers of America, one; Rubber Workers Union 22450, one; International Ladies' Garment Workers Union, three; Rubber Workers Union 22619, one; Fertilizer Workers Union 22305, one; Bedding Workers Union 21721, one; International Brotherhood of Firemen and Oilers, two; Chemical Workers Union 22626, one; Boot and Shoe Workers Union, one; International Jewelry Workers Union, one; Plastic Products Union 22632, one; Metal Polishers, Buffers, Platers, and Helpers International Union, two; Chemical Workers Union 22606, one; United Cement, Lime and Gypsum Workers International Union, one; Stenographers, Bookkeepers and Assistants Union 14965, one; International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, one; International Brotherhood of Blacksmiths, Drop Forgers and Helpers, one; Boston Allied Printing Trades Council, one; Frank W. Morse Company Federal Labor Union, one; Cunningham Grain Employees Federal Labor Union, one; Federal Labor Union of Moore Drop Forging Employees, one; International Association of Machinists, five; International Molders and Foundry Workers Union, two.

WORK PROJECTS ADMINISTRATION

An important part of assistance given to needy unemployed citizens in Massachusetts continues to be the Work Projects Administration work relief program. This is shown best by the following figures which set forth the number of direct welfare cases handled during March and April of 1941 which do not include Aid to Dependent Children, Aid to the Blind, Mothers' Aid, or Old Age Assistance:

	<i>General Welfare Cases</i>	<i>Cost</i>
March (1941)	48,228	\$1,296,207
April (1941)	45,135	1,181,676

According to WPA statistics, approximately 51,000 workers were employed as of June 25, 1941 on 589 manual-type projects, and 614 on so-called white-collar projects.

The following table shows the number of workers employed by the Work Projects Administration for Massachusetts from January, 1940 through June, 1941:

<i>1940</i>	<i>Average Number Employed</i>		<i>Average Number Employed</i>
January	98,373	October	74,298
February	103,275	November	77,238
March	102,401	December	80,446
April	89,061	<i>1941</i>	
May	75,943	January	80,937
June	65,909	February	79,734
July	65,713	March	70,697
August	68,114	April	65,281
September	65,518	May	59,502
		June	57,928

The work relief provided during this period was distributed by the following wage classifications:

	<i>Per Cent</i>
Unskilled	56.1
Intermediate	21.8
Skilled	15.8
Professional and technical.....	3.0
Supervisory	3.3

The law provides that at least 95 per cent of those employed on WPA projects be certified and eligible for welfare. In Massachusetts, 97.6 per cent were eligible for relief. The law also states that not more than 5 per cent of the appropriation may be used for administrative costs. In Massachusetts the cost of administration was approximately 2.6 per cent, or about \$125,000 per month.

For the fiscal year 1941, \$40,400,000 was disbursed in Massachusetts for labor, and 28 per cent of those employed in Massachusetts were women, and 72 per cent were men. Local welfare officials have estimated that almost 22,000 needy persons are eligible for WPA, yet have never applied for this type of assistance.

Denis W. Delaney, the Massachusetts WPA Administrator, has completed approximately two years as head of the Massachusetts WPA division and is now faced with the task of administering the law and caring for fewer people due to a smaller budget decreased by approximately 51 per cent.

FAIR LABOR STANDARDS ACT

The Fair Labor Standards Act, popularly known as the Wages and Hours Law, has entered its third year of administration, having been enacted by the Congress in 1938, effective as of October 24 of that year.

Thomas H. Eliot, Regional Director since the inception of the Fair Labor Standards Act, gave up the administration of the Wages and Hours Law

in 1940 to enter the legislative halls of the United States Congress as a Representative from Massachusetts. As a successor to Mr. Eliot the Massachusetts State Federation of Labor has sponsored Harry A. Russell of Engineers Union No. 849 of Boston. Pending the appointment of an administrator for this region, Mr. Robert Dolan has been acting Regional Director.

The large amount of money returned to employees during the past year as restitution for wages withheld by employers shows that a great number of the latter continue to violate the Wages and Hours Law, through ignorance or by deliberate intention. The total amount of money collected for employees, representing the difference between wages earned and wages paid, aggregated \$1,064,229.48 for all the New England states, exclusive of Connecticut. The total number of employees affected by this restitution amounted to 35,259. For violation of the law, fines totaling \$56,475.00 were imposed.

The figures quoted in the above resumé not only show the service rendered by the Fair Labor Standards Act but also prove that a state wages and hours law, based on the national act, as advocated by the Massachusetts State Federation of Labor, will reduce the work of the regional office by eliminating the chiseling employers who claim exemption as intra-state industries in order to pay unbelievably low wages.

NATIONAL YOUTH ADMINISTRATION

In July of 1940 the National Youth Administration became part of the Federal Security Agency. In co-operation with other units within the Federal Security Agency, the NYA immediately took steps to assume its share of the then impending defense problems.

The Massachusetts NYA, provided with additional monies for defense purposes, established defense shops to accommodate 30 times as many youths as it had previously prepared for these types of work. During the year 1940-1941, additional youth were employed on both the out-of-school work program and the student work program. A total of some three million dollars was made available to Massachusetts enabling the NYA to aid and employ an average of 25,000 youths per month. Of this number approximately one-half consisted of youth in school who by means of NYA student work were enabled to continue with their work and the other half consisted of out of school and unemployed young men and women who were provided with work experience leading to private employment.

The student work program of the NYA assisted over 9,000 high school students, over 3,000 college students and approximately 200 graduate students in Massachusetts.

The out-of-school work program provided work experience and wages for an average of 12,500 young men and women, in Massachusetts. Throughout the fiscal year of 1940-1941 approximately some 30,000 young people were on this program at one time or another. Of this total number, 13,768 left the program during the year for private employment. It is estimated that some 10,000 who also resigned from the program, without providing information as to the reason for their resignation, did so for private employment. Large numbers of those obtaining private employment reported receiving positions in defense plants, some government, mostly private.

While the NYA was originally started to provide financial assistance and work experience to unemployed young people, the organization has during the past fiscal year acquired additional importance. The bottleneck of available labor in certain essential defense trades has accentuated the value of the work experience provided. In addition, the boys at the various NYA shops have been able to aid the government by producing various items badly needed such as bolts, bushings, nuts, furniture, rings, skids, cabinets, lockers, etc. Arsenals, armories, forts, and army camps have been the main beneficiaries of this NYA production schedule.

REPORT OF THE COMMITTEE ON SAVINGS BANK LIFE INSURANCE

This is the sixth annual report of your committee and the fifth report since the Committee on Savings Bank Life Insurance was made a standing committee of the Massachusetts State Federation of Labor.

At the 50th annual convention of the Massachusetts State Federation of Labor, held in Springfield in 1935, a Committee on Savings Bank Life Insurance was created for the purpose of "co-operating with the State Division of Savings Bank Life Insurance in bringing the advantages and benefits of Savings Bank Life Insurance to the attention of all members of the Massachusetts State Federation of Labor." Thereafter, the convention voted to continue this committee on Savings Bank Life Insurance as a "standing committee of the Massachusetts State Federation of Labor with authority in the President to add to the committee and to fill such vacancies as may occur so that further progress may continue to be made in bringing the advantages of this system to the attention of our members."

Under date of May 3, 1941 our Secretary-Treasurer caused the following letter to be sent to all constituent locals and central labor unions throughout the State:

Dear Sir and Brother:

A few days ago it was announced in the newspapers that Savings Bank Life Insurance in Massachusetts has now reached the 200 million mark. Two hundred million dollars of Savings Bank Life Insurance is now in force and it's gaining friends and policyholders every day. We were sure you would be interested in this fine report of progress.

Friends of Savings Bank Life Insurance have always appreciated the loyal support of organized labor in fighting off the attacks of the life insurance interests on this fine Massachusetts institution which makes low cost protection available to our wage earners, but they are anxious to have more and more individual workers getting the benefit of its advantages.

Many wage earners are still paying a dollar or two every week, and sometimes three or four dollars a week, in nickels and dimes to the Metropolitan and the Prudential and the John Hancock for little 5, 10 and 25 cent policies where an equal amount of protection could be had in Savings Bank Life Insurance in many cases at half the cost and

under much more liberal policies, with cash values after six months' premiums are paid and loan values after one year.

We urge that every local arrange to have this subject presented to its members. Speakers to explain the simple working of the system and to answer questions are available at any hour of the day or evening without charge or expense to you. Please return the enclosed postcard at your earliest convenience.

Fraternally yours,

KENNETH I. TAYLOR,

Secretary-Treasurer.

We are informed by Judd Dewey, Deputy Commissioner of Savings Bank Life Insurance, that as a result of this letter, many invitations were extended to the Division of Savings Bank Life Insurance at the State House and that speakers from the Division spoke at many local and central labor unions throughout the state explaining to them the advantages of Savings Bank Life Insurance to the wage-earner.

The Deputy Commissioner has reported to your committee that the amount of Savings Bank Life Insurance in force is increasing steadily, having risen to \$204,266,908, as of June 30, 1941, and that in his opinion this steady increase is due, at least in part, to a wider knowledge of the possible benefits of Savings Bank Life Insurance among organized workers throughout the Commonwealth.

The Deputy Commissioner reports to your committee also that the Connecticut State Federation of Labor gave unstinting support to the proposal of Governor Hurley of Connecticut for the establishment of Savings Bank Life Insurance in that state and that the bill for that purpose has now been enacted in Connecticut so that Connecticut wage-earners may now look forward to the same opportunity which Massachusetts workers have enjoyed for so many years of purchasing safe, sound life insurance for what it ought to cost.

CHRISTOPHER LANE, Bartenders and Hotel Employees No. 34, Boston
 ABRAHAM PEARLSTEIN, Newspaper Chauffeurs No. 259, Boston
 FRANCIS F. MORSE, Bridge Tenders No. 86, Boston
 BERNARD F. SMITH, Boot and Shoe Workers, No. 38, Brockton
 JOHN FITZPATRICK, Bakery and Confectionery Workers No. 348, Cambridge
 JAMES J. MITCHELL, Bartenders No. 99, Fall River
 JOSEPH A. LEGASSEY, JR., Federal Labor Union No. 21071, Fisherville
 JOSEPH INGRAM, Paper Makers No. 12, Fitchburg
 THOMAS W. JACOB, Seafood Workers No. 1572-1, Gloucester
 PERCY W. MOORE, Central Labor Union, Greenfield
 MICHAEL F. LYNCH, Boot and Shoe Workers No. 703, Haverhill
 JOSEPH L. MARION, Central Labor Union, Holyoke
 JOHN H. LEONARD, Central Labor Union, Lawrence
 THOMAS J. CONDON, Paper Makers No. 325, Leominster
 JOHN H. GRIFFIN, Central Labor Union, Lowell
 WILLIAM A. NEALEY, Teamsters No. 42, Lynn
 ANNA CRISTIANO, Federal Labor Union No. 20567, Malden

JOHN F. REARDON, Boot and Shoe Workers No. 40, Milford
S. P. JASON, Teamsters No. 59, New Bedford
FRANCIS L. BOWES, Central Labor Union, North Adams
GEORGE MARTIN, Central Labor Union, Northampton
ALBERT LONGTON, Paper Makers No. 190, Northbridge
ROBERT J. EGAN, Street Carmen No. 253, Quincy
JEROME F. McCARTHY, Teamsters No. 829, Somerville
HARRY P. HOGAN, Carpenters No. 177, Springfield
FRANK C. BURKE, Lathers No. 142, Waltham
LEONARD A. RYAN, Central Labor Union, Worcester.
EDWARD THOMPSON, Carpenters No. 878, Beverly
ROBERT E. MEEHAN, Machinists No. 634, Charlestown
ANDREW S. TILLEY, Federal Labor Union No. 18518, Chicopee
JOHN C. WHITING, Central Labor Union, Salem
JOSEPH F. MARTIN, Molders No. 39, Taunton
GEORGE A. SHEA, Federal Labor Union No. 21721, Watertown
FRANCIS T. REARDON, Bicycle Workers No. 20291, Westfield

MASSACHUSETTS LABOR RELATIONS COMMISSION

During the period from July 1, 1940 to June 30, 1941, the American Federation of Labor affiliates won 62 and lost 23 Australian ballot elections conducted under the auspices of the commission. Affiliates of the Congress of Industrial Organizations were successful in 23 elections and unsuccessful in three, and independent unions were successful in nine elections and unsuccessful in five.

Twenty-eight petitions for certifications filed with the commission were withdrawn by the petitioning party. Of these 28, 19 were filed and withdrawn by an American Federation of Labor union, five by a Congress of Industrial Organizations union, and four by independent unions. In some cases another union with the same affiliation intervened and the petitions were withdrawn to avoid conflict.

During the same period of time, the commission handled 169 unfair practice cases. Of this number, 122 were charges filed by the American Federation of Labor affiliates, 26 by affiliates of the Congress of Industrial Organizations, and 21 by independent unions or individuals. There was a total of 86 cases withdrawn, 62 by American Federation of Labor unions, 10 by Congress of Industrial Organization unions, and 14 by independent unions or individuals.

In 39 cases, the charges were dismissed by the commission either for lack of jurisdiction or for lack of evidence to warrant the issuance of a formal complaint. Twenty-one of these cases were filed by affiliates of the American Federation of Labor, 11 by affiliates of the Congress of Industrial Organizations, and seven by independent unions or individuals. In 39 cases, the commission issued its complaint alleging violations of the State Labor Relations Law, and, in each case, a formal hearing was conducted. Thirty-five of these complaints were based on allegations filed by the American Federation of Labor affiliates, and four on allegations filed by Congress of Industrial Organizations unions.

The commission has been able to dispose of certification cases with the greatest possible speed. In every case where it receives the co-operation of the parties involved, these cases can be finished within a comparatively few days from the time the petition is filed. The commission in investigating methods and procedure used by other Labor Relations Commissions or Boards finds that the Massachusetts commission acts with far greater speed in the disposition of these cases than any other board or commission with which it has had contact. Likewise, in unfair labor practice cases, the commission finds that it arrives at its determination in far less time than other Boards whose methods of procedure have been examined.

The commission, however, is still handicapped with respect to these cases because of a lack of a sufficiently large stenographic force. The commission feels that if its force of stenographers were sufficiently enlarged, disposition of these cases would be made in even less time than now prevails. Although the commission has repeatedly asked for a comparatively small increase in the appropriation made by the Legislature for our hearings stenographers, it has been unable to get any increase whatsoever for this purpose. This is a matter in which the commission feels every organization and individual connected with the labor movement should be actively interested. Furthermore, there should be made available to the commission an additional sum of money which can be used by the Commission in appealing cases in which it feels that an appeal to the Supreme Court should be made from a judgment of a Superior Court judge.

WORKERS' EDUCATION

Again this year the activities of the Committee on Education in the field of workers' education has brought considerable satisfaction both to members of the committee and the labor movement in Massachusetts. Co-operation with the adult education movement and University Extension has been greatly extended. In addition to this increased co-operation, the radio, as well as the public forum, has been used as a means of voicing the views of Labor in education fields.

Two activities of the committee merit special mention:

1. The participation in the national conference of workers' education in New York. This conference provided an opportunity to meet representative labor men active in workers' education in the various states and to discuss the problems raised in individual communities by the present world crisis.

2. The holding of the second annual Institute of Labor on "Labor and the World Crisis" at Massachusetts State College in Amherst in co-operation with the Workers' Education Bureau. Brief mention need only include a statement of its success both in attendance and interest, inasmuch as a summary of the Institute has been furnished each delegate to the convention.

Participation by our officers and other outstanding labor people in community forums, in debates upon labor subjects, in adult education plans, and in radio forums, must be continued and increased in view of the present-day challenge to the ideals of Labor so that the democratic way of life will triumph.

LABOR PRESS

What has been said in previous years as to the Labor press might well be repeated fully in 1941.

Though periodically various papers appear in our communities bearing a labor name and purporting to represent Labor, the fact remains that only one or two papers published in Massachusetts can be looked upon by our local unions as bona fide representatives of the labor press.

Through the "Labor News" published weekly in Worcester, American Federation of Labor unions do obtain information as to important labor union activities. Though not an official publication of the Massachusetts State Federation of Labor, it is an authentic "labor paper" which should be supported by every affiliate and its membership.

The Jewish Daily Forward might well be classified as a labor paper because of its long and steadfast editorial and business management policy. Especially among the garment and clothing trades, this energetic publication has served a useful purpose as a medium of trades union information. Its refusal to accept unfair advertising and its active championing of organized labor are to be commended. We wish there were many more papers of its sort.

Otherwise, except for national organization publications, members of the American Federation of Labor are accustomed to a condition in which, when not being "Peglerized", Labor is simply ignored. It is strange indeed that the activities of organizations with membership in the hundreds of thousands should be of so little news value to newspaper publishers. The probable reasons are self-evident.

In the radio field labor unions occasionally obtain the privilege of participation in public service features. Usually when an issue becomes important enough to justify use of union funds, the subject is looked upon as controversial because some employers, who are present or potential customers for radio time, might be displeased.

To make up for the lack of coverage, the State Federation has resorted increasingly to the issuance of special letters to local affiliates. This seems to be the only medium through which at present essential information can be made available to those directly concerned.

We urge increasing attention to the need for an effective Labor press in Massachusetts and suggest that every affiliate should seek to impress upon local newspapers the news value of union activities. To do so requires tact, persistence and judgment in making news available to the press and radio. The subject might well be discussed at some length in the convention or at a special conference.

UNION LABEL

Men and women of the labor movement should realize that every time they patronize the union label, button or shop card, they are casting a vote for the union ideal. Every time they patronize a non-union shop they cast an economic vote against decent wages, hours and working conditions, and incidentally injure the business of an employer whose success means even better wages, hours and working conditions for fellow trade unionists.

Apparel without the union label should not be purchased, for there are available hats, shoes, suits, and other attire, bearing the label and attesting to good working conditions for the employee. The very absence of a label may mean a sweatshop product. No trade unionist should spend money in non-union hotels and restaurants, on printing, or in barber shops, when all of these can be secured under the guarantees of the union label, button and shop card.

We appeal to all trade unionists to co-operate with the label department and support the label industries, whose use of the label shows that they support the ideals of the trade unionists. Remember, patronizing the non-union shop and product is voting against the labor movement.

INDUSTRIAL ACCIDENT BOARD

The Massachusetts Industrial Accident Board, which was established to administer the Workmen's Compensation Law, has been in existence since July 1, 1912, or approximately 29 years. Although it started in a modest way, its duties and responsibilities have naturally increased through the years. Likewise the number of employers and employees subject to the Act increased from the initial number, but decreased considerably when the depression set in.

According to the Industrial Accident Board's figures for the year 1939, the total number of injuries reported was 126,871; the number of compensable injuries was 38,132; the number of voluntary agreements between insurer and employee was 21,317; the number of fatal injuries was 190, and the number of permanent and total injuries since the permanent and total incapacity law became effective is estimated at 81.

The Industrial Accident Board estimates that during the same year \$7,139,225.92 was paid by direction of the Department for medical services and compensation benefits.



GIBBS, DEAN & COMPANY

20 Pemberton Square
Boston, Massachusetts

July 18, 1941.

Edward Gibbs, Jr.
Certified Public Accountant
Willis T. Dean

Massachusetts State Federation of Labor
11 Beacon Street
Boston, Massachusetts

Gentlemen:

As requested, we have made an audit of your books and records for the year ended June 30, 1941.

We herewith submit our report together with financial statements and supporting schedules, as follows:

- Exhibit I—Statement of Condition
- Exhibit II—Statement of Cash Receipts and Disbursements
- Exhibit III—Schedule of Membership
- Schedule A—Balance of Cash Accounts

All cash funds were reconciled with the cash book and further verified by direct correspondence with the banks. All receipts were properly recorded on the books and deposited in the banks. All cancelled checks returned by the bank were examined and compared with entries in the cash book and with the vouchers. The Treasurer's bond was examined.

A list of affiliated organizations was taken and it was found that there are 167 organizations with dues in arrears, amounting to \$1,937.14. A reserve is provided for this item on the Statement of Condition.

The Net Worth of the organization shows a decrease of \$6,074.15 over last year's balance.

Net Worth, June 30, 1940	\$23,774.36
Net Worth, June 30, 1941.....	17,700.21
	\$ 6,074.15
Decrease	\$ 6,074.15

We comment upon this decrease as it is the first one in several years and is of such proportions that if continued, it would seriously affect the substantial cash balance you now have. It might be better to ask for special contributions for any unusual expenditures, such as political activities and campaign for State Fund for Workmen's Compensation.

The books and records were found to have been properly kept and in good order.

If there is any further information desired coming within the scope of our examination, we shall be pleased to furnish it upon request.

Yours very truly,

GIBBS, DEAN & COMPANY

By: Edward Gibbs, Jr.
Certified Public Accountant.

Exhibit I

MASSACHUSETTS STATE FEDERATION OF LABOR

Statement of Condition

June 30, 1941

ASSETS

Cash (Schedule A)	\$18,193.22
Due in Arrears from Affiliated Organizations	1,937.14
Due from Year Book Advertisers	210.00
	<hr/>
	\$20,340.36

LIABILITIES AND NET WORTH

Accounts Payable	\$375.00
Social Security Taxes Payable	118.01
Dues in Advance	210.00
Reserve for Dues in Arrears	1,937.14
Net Worth—Massachusetts State Federation of Labor	17,700.21
	<hr/>
	\$20,340.36

Exhibit II

MASSACHUSETTS STATE FEDERATION OF LABOR

Statements of Cash Receipts and Disbursements

July 1, 1940 to June 30, 1941

	General Funds	Year Book	Totals
Cash Balance, July 1, 1940 (Schedule A)	\$21,680.58	\$1,783.15	\$23,463.73

CASH RECEIPTS

Dues Collected—Affiliated Organizations	16,645.20		16,645.20
Non-Partisan Political Committee Donations	1,005.00		1,005.00
American Federation of Labor Office Expenses	800.00		800.00
Institute of Labor	594.55		594.55
Interest—Savings Banks	332.84		332.84
Organizing New Unions—Initiation Fees	143.00		143.00
Union Label Committee Refund	8.50		8.50
Advertising—Year Book		4,465.00	4,465.00

Total Cash to be Accounted for	\$41,209.67	\$6,248.15	\$47,457.82
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CASH DISBURSEMENTS

Salaries—Secretary-Treasurer, Kenneth I. Taylor ..	\$5,020.00		\$5,020.00
Clerical	5,242.75		5,242.75
Year Book		\$1,895.00	1,895.00
Non-Partisan Political Expenses:			
Mass. State Federation	\$3,000.00		
Outside Donations	1,005.00		
	<hr/>		
	\$4,005.00		
Less: Refund to			
M.S.F. of Labor	1,246.50	2,758.50	2,758.50
Printing	2,568.72		2,568.72
Rent and Light	2,006.23		2,006.23
State Fund for Workmen's Compensation	1,414.75		1,414.75
Telephone and Telegraph	1,017.65		1,017.65

State Convention Expenses	863.24		863.24
Office Equipment	844.62		844.62
Postage	802.00		802.00
General Office Expense	717.06		717.06
Traveling Expenses	670.00		670.00
Institute of Labor.....	651.64		651.64
National Convention	500.00		500.00
Office Supplies	477.83		477.83
Social Security Taxes.....	350.68		350.68
Donation to Boston Central Labor Union for Entertainment at State Convention	300.00		300.00
Organization Work	288.15		288.15
Executive Council Meeting Expenses	219.00		219.00
Subscription—Labor Information Services	184.70		184.70
Flowers	98.25		98.25
Contributions	93.00		93.00
Towels and Water Service	87.38		87.38
Audit	80.00		80.00
Expenses of Committees	35.00		35.00
Treasurer's Bond	30.00		30.00
City Taxes	20.95		20.95
Bank Charges	17.50		17.50
Dues—American Federation of Labor.....	10.00		10.00
Total Cash Disbursements	\$27,369.60	\$1,895.00	\$29,264.60
	\$13,840.07	\$4,353.15	\$18,193.22
Transfer of Year Book Funds to General Funds	3,300.00	3,300.00	
Cash Balance, June 30, 1941 (Schedule A).....	\$17,140.07	\$1,053.15	\$18,193.22

Exhibit III

MASSACHUSETTS STATE FEDERATION OF LABOR

Schedule of Membership
For Year Ended June 30, 1941

	1941	1940
Affiliated Organizations beginning of period	632	631
Affiliated Organizations accepted during period	36	56
	<hr/>	<hr/>
*Affiliated Organizations lost during period	668	687
	44	55
	<hr/>	<hr/>
Affiliated Organizations at end of year	624	632
Affiliated Organizations with Dues in Arrears.....	167	140
	<hr/>	<hr/>
*Affiliations lost during period		
Locals Suspended for non-payment of Per Capita Tax	26	
Locals, Charters revoked	11	
Locals, Resigned	5	
Locals, Combined	2	
	<hr/>	

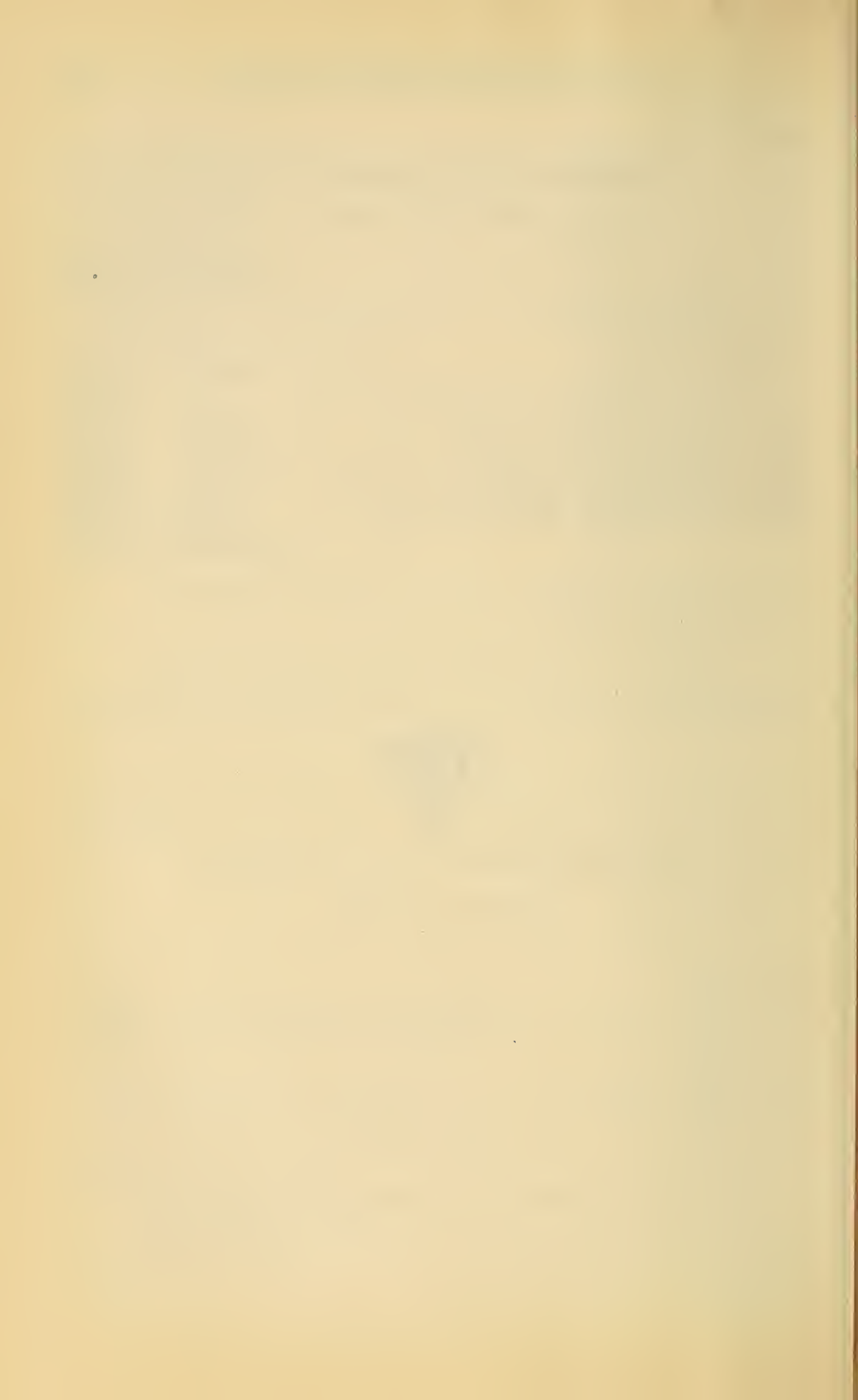
Schedule A

MASSACHUSETTS STATE FEDERATION OF LABOR

Balance of Cash Accounts

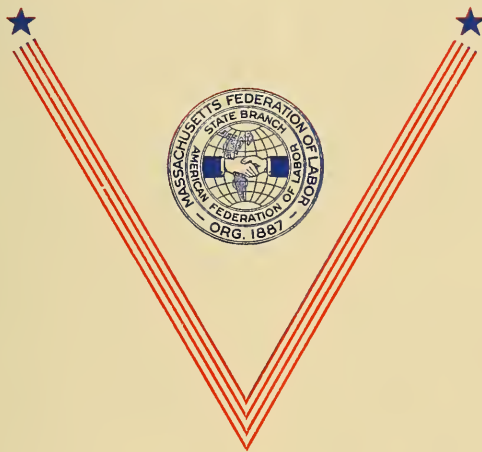
	June 30, 1940	June 30, 1941
Cash on Hand	\$ 845.23	\$ 33.00
First National Bank, Boston:		
Checking Accounts:		
Regular Account	1,546.56	400.19
Year Book Account	1,783.15	1,053.15
State Fund for Workmen's Compensation		85.25
Franklin Savings Bank, Book No. 191431.....	4,197.08	4,281.44
Warren Institution for Savings, Book No. 139313	3,900.25	3,978.64
Suffolk Savings Bank, Book No. 555237	3,600.30	3,654.50
Provident Institution for Savings, Book No. 654846		2,013.33
Home Savings Bank, Book No. 404189	3,587.43	1,639.53
Boston Five Cents Savings Bank, Book No. 982541.....	4,003.73	1,054.19
	\$23,463.73	\$18,193.22





★ REMEMBER PEARL HARBOR! ★

PROCEEDINGS
OF THE
EMERGENCY
WAR CONVENTION



MASSACHUSETTS
STATE FEDERATION OF LABOR
BRADFORD HOTEL, BOSTON

January 3-4, 1942



★ REMEMBER MANILA, TOO! ★



PROCEEDINGS

of the

EMERGENCY WAR CONVENTION

SATURDAY, JANUARY 3, 1942

The Emergency War Convention of the Massachusetts State Federation of Labor convened in the Bradford Hotel, Boston, at 10:25 a.m., President Daniel J. Goggin of the Boston Central Labor Union, presiding.

President Goggin: The convention will be in order. It has been the custom at our annual convention to ask the divine blessing upon our deliberations. We are fortunate this morning in having with us the Reverend Lawrence J. Brock, S.J., Chaplain of the 182nd Infantry, Camp Edwards. Father Brock.

INVOCATION

(Rev. Lawrence J. Brock, S.J.)

Eternal God and Creator of all things, look down upon us this morning pledging our love and loyalty to Thee and to our country in this its hour of sorrow and trials. With hearts filled with confidence, we beg Thee also to take us under Thy protection—we beg Thee to enlighten our understanding and strengthen our wills to do our duty to Thee, Eternal God, and to our native land.

With fervent hearts we thank Thee for the many blessings and favors that Thou hast conferred upon us in the past, as we raise our voices, in these fear-laden days, for Thy protection and sacred guidance of our country, our President, our statesmen, of our boys in the service, of our laborers, of our homes and families and of our achievements in the uncertain future.

Today, Eternal Father, we have been drawn into the abyss of war and its world-wide conflagration. Prepare us as only Thou knowest how, for the sorrow, the anguish and the suffering of tomorrow. The sad but noble and inspiring memory of our young soldiers, sailors and marines, laying down their lives for us, their loved ones at home has imprinted deep in our hearts the resolution, "That they have not died in vain." No greater love hath any man than to lay down his life for his friend in their noble prayer to their flag, their country, and to everything for which they stand. "Requiescant in pace—may they rest in eternal peace."

A horrified aroused nation cries out, "Remember Pearl Harbor," teach us also to remember Bethlehem, Nazareth and Calvary—for remembering these the unselfishness of their sacrifice will instill into our hearts the noble ambition to go and do likewise, or if in Thy divine providence this is denied us, at least to do our part generously and faithfully unto victory itself.

Teach us, Eternal Father, in these trying days, to keep close to Thee—teach us to be men of sound faith and unflinching courage—

teach us to look into our own lives and see if we are keeping Thy eternal laws that we may not be judged and condemned ourselves while condemning and scorning those nations and rulers who have proven false to every sacred trust and promise. Teach us reverence for Thy holy cross, as well as for our beloved flag. Teach us to be men of sterling character and unconquerable spirit, teach us the meaning of real sacrifice.

Impress upon our minds that neither time nor custom will ever alter the everlasting truth upon which the success of our convention depends today—namely that two-fold principle—our unity of purpose and our willingness to sacrifice. Teach us to remember that we have grown into the greatest nation in the world because within our land there are hearts still flaming with this unity of purpose and wills ablaze with the spirit of true sacrifice.

Teach us, Dear Lord, to march side by side with our boys in the service of their country—with heads high, with hearts vibrating with courage, with souls radiant with hope, with a smile on our faces and a song in our hearts for the months ahead will bring forth bright days as well as dark—joys as well as sorrows—success as well as failures—and victories as well as an occasional defeat. Teach us to march on, fearing Thee alone, for the fear of the Lord is the beginning of wisdom. To march on, holding the lighted torch of faith—to march on, loyal and true soldiers of Christ and of our country. Yes, let America lead the way—back to Thee, Eternal God, back to Thy laws—back to victory and peace, a peace founded on charity and justice to all. Grant us, O Lord, assurance of freedom and immunity from harm, give peace and order to all nations especially to our beloved land and make the world resound from Pole to Pole with Thy eternal praise "In God we trust."

Chairman Goggin: Thank you, Father Brock. Now, the next number on the program will be the singing of the "Star Spangled Banner" and "God Bless America" by Thomas Hughes, accompanied at the piano by Mr. Nickerson. Will you all rise and join in the chorus.

(The delegates rose and sang.)

Chairman Goggin: The Boston Central Labor Union welcomes this convention in all seriousness. This Emergency War Convention is the most important convention ever held by the State Federation of Labor.

While we are convened here this morning, 1200 members of the American Federation of Labor are either dead or prisoners of war.

Some of those people were probably delegates to the State Federation conventions in the past. To those men and to all of our armed forces, we pledge our all until victory is ours.

To the Massachusetts Federation of Labor we call on you and your delegates to counsel wisely and deliberately. Right now, let me say that the Boston Central Labor Union is with you all the way. In Boston we are part of every war effort. We know Massachusetts Labor will be likewise. We will fight for victory. We pray for peace.

Let our slogan be, all during this convention, "Remember Pearl Harbor—United We Stand."

Now, before introducing the President of the State Federation of Labor, I am going to ask the delegates to rise, turn to the back of the program, and we will recite the Pledge of Allegiance to our Flag.

(The delegates then rose and recited.)

We are indeed fortunate in this state to have such an able leader as the President of our State Federation of Labor. He is an untiring worker, and it gives me great pleasure to introduce to you at this time our President of the State Federation of Labor, Nicholas P. Morrissey.

NICHOLAS P. MORRISSEY (President)

I know that I express the feeling of the delegates and visitors at this Emergency War Convention when I convey my genuine thanks to President Daniel J. Goggin of the Boston Central Labor Union. His co-operation was very helpful. And on behalf of the delegates I wish to thank Reverend Lawrence J. Brock of the Society of Jesus who has come here today from Camp Edwards where he is serving as spiritual adviser for those who will fight to victory. His invocation and spiritual blessings were indeed inspiring.

This Emergency War Convention is the first of its kind in the nation. In Massachusetts we have 1200 local unions and this occasion gives us the opportunity to pledge our support to the President of the United States and to every man, woman and child in the nation—it affords us an opportunity to pledge to one another that we shall make every sacrifice necessary to the prosecution of this war against our godless and ruthless enemy. Every man and woman, I am sure, who is represented here today will contribute every ounce of energy and strength in their daily work to produce the things that are so essential and which must be made available in increasing amounts.

Each delegate has before him a pamphlet containing the report of your Executive Council, in which will be found numerous recommendations for your consideration. We want you to study this report because it will be your solemn duty to adopt a clear and definite war policy during the course of this Emergency War Convention.

Historians and many of the oldtimers assembled here today no doubt recall the tremendous contribution that this organization made during the first World War. During the war against Germany in 1917 and 1918, wage earners in Massachusetts turned to with every ounce of their energy and demonstrated that when they were needed they did not fail. Nor will they fail now! During that war, our people produced in Massachusetts 17½ per cent of all the munitions used. It is common knowledge, of course, that during the last war

Massachusetts enjoyed the record, as it does now, of having fewer industrial disputes than any other state in the union.

It is our determination that we will eliminate the word "fewer" and have "none" in the essential industries during this war. Likewise, it will be recalled that our building tradesmen shattered all records in the construction of encampments to make it immediately possible to house and to train our soldiers. They did the same kind of a job this time. They exemplify the determination that causes us to say "thumbs up and all out."

In 1917 and 1918, naval vessels were produced in this state, not on schedule, but far ahead of any prearranged date for launching. Moreover, the largest drydock in the world was built here in Boston—and in record time. Our job then was to win and our job now is to produce and bring about an early victory. In those days the Federation of Labor was called upon to loan their statesmen and leaders to the various agencies whose task it was to establish the policies during the course of the war. To some extent, our leaders are being used by the government now. But not enough.

It will be recalled by those who were active in the trade union movement during those years, that frequently when agencies failed in their undertakings, the Federation of Labor in Massachusetts came to the rescue. In those days there was a critical shortage of fuel. No one seemed to know how to obtain it, or where. It will be recalled that President George Wrenn and Secretary-Treasurer Martin Joyce, with emergency authority from this organization, traveled to Washington and with the co-operation of the late President Samuel Gompers of the American Federation of Labor, had fuel released for use throughout New England. To do so, required the transfer of boats, tanks and railroad cars from other sections of the country for utilization in New England. It was then recognized that had it not been for the efforts of these labor representatives, war production in this area might have been hampered and curtailed dangerously.

Time does not permit a more complete outline of Labor's contribution during the last war, but I reminisce briefly so that it will be known to all that the Federation made its contribution to victory in 1918.

Now we are at war again. Wall Street barons will not win it. Nor will those who have constantly hated the things we stand for. If this war is to be won by the United States—and it will be—everything will depend upon working men and women. I can say that although in 1918 the Federation of Labor made a most remarkable contribution, the temper and the loyalty and the high-feeling for victory among our people today will astound the world by the speed with which they will produce the ships, the tanks, the aircraft and the munitions to stop Hitlerism and paganism forever.

And so on behalf of the unions affiliated with the Massachusetts State Federation of Labor and on behalf of the delegates now assembled here, I pledge to the President of the United States our support, our energies, our talents, and our lives.

I now declare this history-making Emergency War Convention in session to act upon the business now before it.

President Morrissey: You will now give your attention to Secretary Taylor, who will read the Convention Call.

Secretary Taylor then read the Convention Call as follows:

CONVENTION CALL

Boston, December 18, 1941.

Greetings:

Because of the responsibility of the trade union movement to do its part in the prosecution of the war against Japan, Germany and Italy, the Executive Council has called an Emergency War Convention to be held on Saturday and Sunday, January 3 and 4, 1942 in the Bradford Hotel, Boston. The convention will begin at 10 o'clock on the morning of January 3, 1942.

The seriousness of the present emergency and the determination of officers and members of affiliated unions of the Massachusetts State Federation of Labor warrants an Emergency War Convention to consider and consummate a program to which affiliated unions may be willing to subscribe for the duration of the war. The Executive Council feels that representatives of affiliated unions should assist in promulgating the course which unions in Massachusetts should pursue in its "all out" effort to prosecute the war.

Some unions may not have another meeting before the time of the emergency convention. Officers of such unions should endeavor to have their executive boards co-operate in this matter if they have authority to do so, or special meetings should be called, so that every affiliated union will be adequately represented and share in determining the war policy of the Massachusetts State Federation of Labor.

On Friday evening, January 2nd, at 8 o'clock, an informal meeting will be held in the Ballroom of the Bradford Hotel. Delegates and visitors are welcome to attend and participate in the discussion, which may enable the duly-elected delegates to adopt a satisfactory program. Affiliated unions are urged to extend an invitation to their membership to attend Friday evening's meeting and also the sessions of the Convention.

REPRESENTATION

Each Union of 200 members or less attached to a National or International Union, when one is in existence, shall be entitled to one delegate and an additional delegate for each 200 or a majority fraction thereof, and each Central Labor Union composed of miscellaneous bodies shall be entitled to two delegates.

Delegates representing Central Labor Unions must be members of local unions affiliated with the Massachusetts State Federation of Labor.

Your local union is entitled to delegates.

CREDENTIALS

Credentials in duplicate are forwarded to all affiliated Unions. The duplicate credential must be given to the delegate-elect and the original forwarded to Kenneth I. Taylor, Secretary-Treasurer, 11 Beacon Street, Boston, prior to December 31, 1941.

The Committee on Credentials will meet at Convention Headquarters, Friday, January 2, 1942 at 6 P.M. All delegates will appear before this Committee, and must have at least five union labels on their wearing apparel to be seated in the convention.

RESOLUTIONS

Delegates elected to attend the Emergency War Convention may submit resolutions for consideration but such resolutions must be in the hands of the Secretary-Treasurer-Legislative Agent not later than Friday, January 2, 1942 at 6 p.m. Such resolutions must

deal with the purpose of the Emergency War Convention and relate to the war effort of the Massachusetts State Federation of Labor.

Fraternally yours,

NICHOLAS P. MORRISSEY,
President.

KENNETH I. TAYLOR,
Secretary-Treasurer.

Vice-Presidents

District I

JOHN J. BUCKLEY
WILLIAM J. DOYLE
HARRY P. GRAGES

District II

S. P. JASON
THOMAS E. WILKINSON

District III

JOHN J. DRISCOLL
TIMOTHY H. O'NEIL

District IV

CHESTER G. FITZPATRICK
JOHN M. SHEA

District V

PATRICK W. HARRIGAN
BENJAMIN G. HULL

President Morrissey: The next speaker is one who needs no introduction. He has on many an occasion been before our conventions, and on those occasions he has very ably and forcefully demonstrated that, serving in the capacity of Governor of the Commonwealth, he is attempting to do the kind of job for the citizenry of the Commonwealth that is required of that great office. At a time like this, he naturally has to assume additional responsibilities, some of which I am quite sure he is going to tell you about this morning.

So, it gives me a great deal of pleasure at this time, to introduce to you, His Excellency the Governor, Leverett Saltonstall.

**HONORABLE
LEVERETT SALTONSTALL
(Governor, Commonwealth of
Massachusetts)**

Mr. Morrissey, Mr. Woll, Mr. Taylor, distinguished members, officers and delegates of the State American Federation of Labor to this special convention—Fellow citizens, this is the first Emergency War Convention of the great American Federation of Labor called in this country and this convention is called because our country is at war. This convention is called here in Massachusetts to uphold the principles of Bunker Hill and the other historical monuments that this state has furnished in history to our nation.

Once before in our history the name Manila was a glorious watchword. Every schoolboy has read the command of Dewey which led to victory in 1898—"You may fire when ready, Gridley." "You may fire when ready, Gridley."

Today our hearts are torn at the thought of Manila. This time we had to fire when we were not ready. Now, we must get ready while we are under fire. And, it will be a colossal task to recover what we have lost. We can never regain the lives of our heroes who have died in the Pacific against great odds. But we can and we will replace a thousand times over the guns, and the ships, and the planes. That's a job for all of us and all of us together, no matter how long it takes, will swing the punch the Axis has been asking for.

This meeting is a living example of the spirit that is necessary to turn the tables. Now, we are beginning to realize that this war means more than defeating an enemy on some distant sea or battlefield. It means saving our homes and our lives as free men and women for generations to come. Our Fathers came to this country to escape tyranny and oppression. Through the years, other men, spurred by injustice or want, came here to enjoy our liberty and to make a home for themselves and their families. Whether they came on the first boat that crossed the Atlantic—or whether they came just a year ago, they all came with the one idea of living life as free men. They all have worked and fought and given their lives to keep this God-given right. Today we see tyrants and despots, assassins and gangsters are trying desperately to take this freedom away from us. But they won't get away with it.

You are here today to prove it by individually ratifying the prompt pledge of loyalty and all-out co-operation which your executive body gave last month to the President of the United States. I congratulate those officers of yours for their patriotism and their initiative and I commend you for your wholehearted backing of their stand.

This morning's paper carries a resolution of yours to buy Defense Bonds from your own savings—a mighty fine decision because it proves the confidence you have in yourselves and in your country and it proves the confidence you have in your own future and the future of your country.

Industrial peace, now, means a victorious war and with it a new era of security, fair play and individual freedom for us all. In the stress of emergency there are bound to be difficult situations. But our common aim is to keep the wheels of production going at top speed while we solve each problem that may come up.

As you may know, last week, here in Massachusetts, we formed an emergency board based on the same principles that the President of the United States has carried out—two representatives of the American Federation of Labor, two of the CIO, and four of the Associated Industries to advise us at the State House and to help untangle any complications. Commissioner Moriarty is its chairman. This board has already organized and is mapping out a program which will come up for consideration at a meeting on Monday. This group merits the confidence of our citizens and I am sure will help this state's contribution to the war program.

There are plenty of men right here among you who are willing to take their chances in our armed forces. But war today needs producers of equipment. They make it possible for our fighters to pull triggers and to fire bombs. For the first time in Libya, Prime Minister Churchill told them in Washington last week, Hitler has been made to feel the sharp edge of those tools with which he has enslaved Europe. That is because for the first time he is being met with equal strength, equal strength which we have not today in the Philippines. What we produce is a vital source of that strength. The experience of other countries tells us that it takes sixteen men behind the lines to keep one fighter equipped.

That's where all of us at home come in. Our jobs here may not take the courage required of the men in Libya or Manila, but this war must be won also in places like Lawrence and Haverhill, Fall River and Springfield. There is little need of telling you men that you are in the front ranks of

these producers. You know how to make things. And what we need above all is to produce—produce more and produce faster. Our all-important job right now is to speed up production and to prevent any interruption whatsoever in the flow of war materials and weapons of all kinds, that we here in Massachusetts are producing.

The workers of Massachusetts have already created vast new factories, camps, air fields and homes for defense workers. They have built warships and merchantmen, guns and airplane parts. They have made shoes and clothing and all kinds of war materials in vast quantities. From June 1, 1940, when defense production first began to climb, up to early in October, defense contracts awarded in Massachusetts had totalled over \$1,000,000,000. Later figures are not available but the sum has certainly grown still greater in the last two months. That means a tremendous lot of skill and sweat. We already have plenty of skill here in Massachusetts but we haven't yet begun to tap the limits of our ability to sweat.

Last February only a little more than 14 per cent of our workers were engaged in producing defense materials. Last month the percentage had risen to nearly 24 per cent. That is progress. But it doesn't look so large when we realize that in England the figure is 50 per cent rather than the 24 per cent it is here. We can and must top that figure of England. Every day that we don't mean the needless sacrifice of our soldiers and sailors who fall because we aren't delivering the goods. We must also do without many of the things we now enjoy. There just aren't enough of many materials to supply both our soldiers and ourselves. Our soldiers come first. An immediate test before us and all over the country today is the necessity of rigid rationing of automobile tires. Our own Mr. Goggin, the former chairman of this convention, is a member of the state commission to ration tires and probably later automobiles. We must quickly and cheerfully adopt new habits. The time for pleasure as usual, the time for business as usual has gone by.

Massachusetts has the best labor record, and I am glad to say that in front of Mr. Woll, of any large industrial state in the Union during the past year. We have had the fewest strikes and we have settled our difficulties most quickly. I congratulate you leaders of the American Federation of Labor on that record. I congratulate the industrialists of Massachusetts on that record, and Commissioner Moriarty, and the Board of Conciliation can be proud of their contribution to it. We are going to keep up that record and improve it.

We in Massachusetts know what team play means. This meeting is proof of it. You come here of your own free will because you know what freedom means. The Commonwealth is proud of you, but no matter how much you are doing, you can do still more. With this spirit, we will keep our flag flying.

President Morrissey: Our next speaker is known to a great many of the delegates present. Those of you that have been connected with the labor movement can't help but know him. He is a Vice-President of the American Federation of Labor. He is recognized as a labor statesman throughout the entire world. We are proud to have him with us today and I want him to know that we deeply appreciate his willingness to stop, during this busy time to come here. It is my privilege now to present Vice-President Matthew Woll.

MATTHEW WOLL**(Third Vice-President, American Federation of Labor)**

Mr. Chairman, His Excellency the Governor of the Commonwealth—First of all may I express sincere regret for the inability of President Green to be with you today. He was most anxious of himself being here but unfortunately other pressing engagements made that impossible. He, therefore, called upon me to take his place and to represent the American Federation of Labor with you here this morning.

I feel myself both privileged and honored in this opportunity that has been given me this morning. In responding to the call, may I first of all congratulate the Massachusetts State Federation of Labor upon the initiative taken by it, in calling this, the first Emergency War Conference held in the annals of the American Federation of Labor during the present period of war. It is but another manifestation and evidence of the great patriotic spirit and impulse that has moved the workers of the state of Massachusetts in convening here, as you have this morning, not only to renew the pledge of loyalty to our great nation and to the cause and principles it represents, but to pledge to each other and all our peoples, not only here in the United States, not only in the Western Hemisphere, but to all the peoples struggling for freedom, liberty and democracy—to pledge themselves unbounded attention and devotion to bring this war to a successful conclusion.

I think it is well in meeting as we are today, that we have a brief review of what has been Labor's attitude and conception and understanding of events which have preceded the declaration of war on the part of our government against Japan, against Germany and Italy; for therein lies a story that ought to be told over and over again—because, of all the peoples within our society, within our confines, within our government, none were more keen as to the events taking place and as to the ultimate outcome than were the wage earners of America, as represented by the American Federation of Labor.

The position of the American Federation of Labor with respect to the present world war is consistent with the fundamentals on which our organization has been built and with our various declarations on international relations, labor as well as political. From its very beginning, the American Federation of Labor has supported free economic institutions so that those constituting them should benefit from their own work initiative. We have done our utmost to give workers their legitimate voice and share in these free institutions through collective bargaining by representatives of their own choosing. We have steadfastly opposed political control of economic institutions and have held that private initiative and the right of the individual to control his own labor power, are necessary to any real freedom.

That, in itself, presents a thought that might well be amplified on another occasion. For, here in America, the American Federation of Labor, indeed, has been the only movement founded upon free enterprise and free labor, and has refused to accept a theory or philosophy of government and economics that has ultimately led to what now we conceive to be totalitarianism in the old world abroad, for we cannot destroy free enterprise and freedom without substituting totalitarianism. Those who would seek to destroy free enterprise and free institutions, themselves would destroy freedom itself. The American labor

movement is to be congratulated upon its understanding of that fundamental principle, underlying all of our liberties, all of our enjoyments, all of the blessings that have come to our great democracy.

We, as an organization, have opposed any effort by our government to impose control on other lands. We have opposed all forms of imperialism. We believe that other peoples have the same right to freedom in deciding their own welfare. We supported our government in entering the last World War because we believed that Germany wanted to build up a military empire. We thought we were defending democratic institutions. We insisted that Labor should have a voice in the peace treaty to insure the extension of democratic rights as a result of the war. We hailed the revolution in Russia which overthrew the tyranny of the Czar and gave opportunity to millions who had never had rights before. We were equally positive in regretting the inauguration of a policy by Russia to carry Communist propaganda into other countries for the purpose of overthrowing our democratic institutions. We were concerned when the Fascists seized control in Italy and displaced a constitutional government by the decrees of a dictator, making the people subject to the state.

Personal freedom no longer exists under that dictatorship, which is now reinforced by the armed strength of the Nazis. We declared against the action of Japan in invading China, to wrest from her territory so as to extend the authority of the military despotism that controls Japan.

The American Federation of Labor repeatedly voiced indignation and declared as an organization a Federation boycott of Japanese goods. Following the development of Nazi control in Germany and its deliberate policy of Jewish persecution, we, as an organization, denounced such policies and denounced the despotism set up by the Nazis. We furthermore declared a boycott against all Nazi products and made that boycott effective.

This is but a brief review of important events of the past and the attitude assumed by American organized labor on these developments, indicating clearly and indisputably our understanding of that which was going on in the world. True, our attitude was misunderstood, our activities misinterpreted. It was said that we, here in America, as wage earners, were interested in these developments abroad purely from a selfish point of view, purely because of the effect it had upon the labor masses and classes in these oppressed and suppressed and subjugated nations.

Nevertheless, we were keenly alert to this truism: that one cannot enslave any minority, least of all the laboring class of any land, without enslaving the nation as a whole. We cannot live half free and half slave in any nation or in any land. Thus it was the understanding of Labor of the important developments taking place and the clear conception that ultimately we here, as wage earners, as free men, in a free land, would be drawn into this conflict in one form or another. Gladly do I find this nation in this situation today, for in so doing, we have again revived the hope, the desire and, I am confident, the early realization of freedom and of liberty and democracy in lands now subjected to the tyranny of Nazism, Japanese imperialism and Fascism.

The foreign aggression of the Nazi government, invasions of free countries and the ruthless conquest with disregard for treaties and all solemn obligations—the American Federation of Labor has vigorously denounced

them on each and all occasions. Germany and Italy and all other dictator-controlled countries have made the destruction of the free labor movement the first step in setting up state domination of individual lives. Indeed they have liquidated over 20 millions of organized wage earners, taken their papers, their banks, their institutions, have murdered their leaders in cold blood. Those left have been placed in concentration camps. Thus we have seen 20 small independent nations of Europe subjected to the domination and will of a small minority ruling under the leadership of Hitler.

The Federation has realized at all times that our free institutions are guaranteed by freedom assured to workers to promote their own individual welfare. We have given support and financial aid to those victimized by dictators. Our realization of the labor consequences of these new despotisms have made us keenly apprehensive of Germany's intentions with respect to the New World. We have been on the alert against propaganda and other efforts to influence our decisions.

We, with reservation, favored the policy of lease-lend, realizing that our protection was best secured by support and aid to the countries on the battle line in support of democratic institutions. We realized that the issue of democracy would sooner or later involve us in active warfare with the Axis partners. We gave our full support to the various steps and measures in the preparedness program. When Japan opened the combat by attacking our fortifications even while her diplomats were still negotiating with our government, the American Federation of Labor gave whole-hearted support to our government in its determination to uphold the nation's dignity as well as our rights.

Officials of the labor movement have individually and officially declared unreserved support to the government, knowing full well the consequences involved and the sacrifices entailed.

May I say that there has been no one more keenly alert through these developments; hence, our readiness, our willingness, aye, our anxiety to give support to the administration, who, with its eye opened and wisdom guiding it, foresaw the consequences in store for our people and prepared as best we might under terms of peace. Glory to the administration for the wisdom displayed!

The hour has been reached when each of us must stand up and be counted. Our country, land of liberty, religious freedom and tolerations, and cradle of democracy, has been attacked. The lives of the sons of America have been taken and some of our possessions have been conquered by a treacherous foe. American soil has been invaded and all that is near and dear to us has been placed in jeopardy. We face a powerful, unscrupulous and treacherous foe. Complacency and smug satisfaction will not defeat the enemies either on the right or left, on the Atlantic or on the Pacific. Apathy has destroyed many a nation.

We are at a turning point of history, at a turning of the road—one leading to dictatorship and slavery, the other leading to a greater measure of democracy, a new birth of freedom for all mankind. Let us make clear, therefore, once and for all and at the very outset of this meeting, that this is an all-out fight for freedom—freedom of speech; freedom of the press; freedom of assembly; freedom of religious worship; freedom of the people of the world to determine their own design and of their own volition. We may speak of our effort in other terms and under other slogans, but ultimately this is a fight to which we

must commit everything that we have and everything that we are. We must firmly and irrevocably resolve that these freedoms shall not perish from the face of the earth.

After all, what matters what may be our position if we are deprived of our liberty, if in the end we become enslaved to the will of others? Of what service is the great Charta of Liberty, the Declaration of Independence, our constitutional guarantees, if with it all we lose our liberties, our right to determine our own destiny? We will never see the freedoms we have enjoyed and which have made for our greatness, subdued and entirely merged in the will of others.

Surely, as laboring men, as wage earners, we, as the workers of the world, have all to lose, should the force of totalitarianism succeed in this conflict against the forces of democracy, freedom and of liberty.

I have come to your meeting today because it seems to me that we have, as representatives of Labor, a very special task to perform in the days that lie immediately ahead, a task which we cannot ask any other group in the country to perform. It is a task ultimately and primarily of producing and producing and producing still more and more. This task of production is the first on the agenda of every responsible leader and member of organized labor from one end of the country to the other. We shall not be able to keep the Stars and Stripes flying on any of our island possessions, either in the Pacific or in the Atlantic, unless we produce those tools and implements of war essential and necessary to aid our brave men in their valiant defense of those outposts of our country.

It was a year ago, Sir Walter Citrine said to us in a rather prophetic tone and vein, that the battle for democracy might be won in the workshops of America. This is thrice true today. We are joined by powerful allies in this all-out struggle. America must, America will become the arsenal for production of such tools and equipment and on such a vast scale as will literally astonish the world. There will be no place and no part for any slacker on the job. There will not be an excuse for any man who does not do his best any and all times.

Nineteen hundred and forty-two is going to be a hard and dangerous and difficult year, and he who upon the threshold of the new year suffers under any illusion of success short of maximum effort and maximum service is performing a disservice to the welfare of the whole.

And so, my first word to you, men of Labor of Massachusetts is this:

Let us get in and produce in every factory, in every workshop, in every other place of manufacturing activity in this great center of New England. You have perhaps more trained and skilled artisans in this state than in any other state in the Union per capita; you can do perhaps what no other state in the Union can do in proportion to your size and number. I say to you that Massachusetts can and should, and I am confident Massachusetts will lead the van in this great struggle which is now going on. This meeting not only confirms this conviction, but I again want to compliment you on this occasion, for you are again in the vanguard, throughout the land, for calling this first War Emergency Conference or Convention. I am confident that from it will ring the voice of Labor that will rouse your State Federations of Labor throughout our land. Thus united, we shall march under the banner of the Stars and Stripes until this victory shall be ours, not only here but the world over, for all the forces of democracy.

In the second place, there is a task which Labor can perform of equal importance in all of this: "Keep your chins up in the days that lie ahead."

The Philippine Islands will probably be lost before another week has passed. Singapore is in mortal peril. Hawaii, in spite of its defenses, has a vast Japanese population that may make it extraordinarily difficult to hold this bastion in the Pacific. The Dutch East Indies and Australia may also suffer grave and serious reverses. These are some of the solemn and disturbing facts that lie in the road before us. As initial defeat may follow defeat, there will be those calling for changes in leadership, those who will surrender to the kind of defeatist talk which always comes in the first months of conflict. Let us not be disturbed by these developments. Rather, let us tighten our belts. Let us gird ourselves with determination to win and conquer and to replace pessimism with optimism in the face of all tidings.

This is a morale function, a function which Labor should and must perform if it is to do its full duty as citizens and trade unionists in the face of the days that lie immediately ahead. Let it be our battle cry—"Come what may, onward to victory. The haters were the Japs and the Huns."

In the third place, it seems to me that Labor must bend every effort to see that its own voice and service is placed unreservedly at the disposal of our government.

Labor must be prepared not only to work overtime in its volunteer capacity but it must get into the field of civilian defense as well. It must do its duty as air raid wardens. It must take its part in the multitudinous tasks of police and fire protection. We must furnish relief and medical aid to the war nations of all countries fighting on the side of democracy. We must engage in civilian defense for the protection of each and every one of us, whether we be worker or employer, and no man can shirk his share of this load, no matter how long he toils or at what task.

Labor must do its share and then a measure more. Participation in all activities of civilian defense is not only a duty but a right as an integral part of the community.

We are heartened indeed by the brave and heroic struggle of the peoples of England and the Dominions and by the indomitable resistance of the Russian people. Our hearts go out to the oppressed peoples who hope and pray and yearn and wait for the opportunity to rise and throw off the yoke and chains that now oppress and enslave them.

Then, too, we must aid our government in its campaign for the moneys required to carry on. Indeed, it is for all Labor to make this fight an opportunity to function in its civic as well as industrial capacity.

The labor movement will ultimately be judged by the way in which it throws itself without reserve into this whole effort. I have come to you to say that anything less than the maximum utilization of all of our abilities and various administrative powers will result in the slowing down of our maximum output as a service. Therefore, let us join in all of these activities, promoting savings stamps, defense bonds—do whatever is required of us to bring victory to our land.

Then, in the next place, Labor must realize that in these days ahead of us, important and far-reaching changes will be made in our labor laws and in many of our trade union practices. Necessarily, we must be prepared to make certain sacrifices not in principles but in terms of procedures. We, however, have the right to demand consultation before any changes are contemplated. We have the

right to demand participation in all affairs concerning our standards of life and of work. We recognize fully that trade unions have an opportunity of proving to the world and particularly to the peoples of this country, as the trade unionists of Great Britain have so magnificently proved to the world, that in this kind of fight where everything is at stake, Labor is not only loyal to the tradition of freedom, of justice and of democracy but is prepared to implement that by deed as well as by word.

In a word, then, what I am emphasizing is the readiness for Labor's full participation, full sacrifice, full support of all those measures that are involved in this historic struggle in which we are now all engaged.

But when I have said that I do not want for a moment to be understood to believe that it would be wise for Labor to neglect those basic principles and standards in connection with safety which have grown up in our land. It is true that in so great a struggle as we are now engaged in, you cannot get the full measure of people's support unless there is some basic regard for such standards as go to the making of sound wage and hour policy. There are things that we need not, indeed must not lose sight of in such a struggle, but there is a great difference between Labor's discarding a principle and making certain accommodations in the light of circumstances.

The adoption by Labor of the no-strike policy upon their own volition and motion is quite a different thing from having the right to strike taken away by governmental edict. Labor will willingly surrender the exercise of its right to strike in the face of this great emergency but it will never surrender that right itself. Therefore, there is the utmost care required on the part of Labor to watch keenly and alertly all developments made and all pressure brought to bear for the modification of legislative standards as well as trade union standards, which have been builded up through these many years of struggle, making for safety of life and human welfare. We shall modify some of these standards for the time being as necessity and urgency demands but we must be called into its confidence and be convinced that urgency demands such sacrifice to the greater good of the whole.

There is one other matter that I think it important for us to emphasize; that is, that in this present struggle there is no difference between the men who are engaged in consumer as distinguished from defense industries, for every activity and resource of the nation, from the simple bootblack up to the man making a precision instrument, all are engaged in the total effort, which is our nation at war. Every group in the country is engaged in activity which is essential for the national welfare.

You may be sure of this, by the processes of priorities and allocations, by the reshuffling of our whole economic effort, every person will be engaged in some activity important to the national welfare. It is for that reason that when we talk of a no-strike policy we mean everybody in the country. It means that we must forego the exercise of that final privilege of workmen to cease work and utilize all of the processes of conciliation and arbitration in the face of this greater danger that is now upon us. This places the burden of responsibility upon every business agent, on every local union official, indeed upon every member of our trade union movement. Nothing would be a greater disservice to the trade union movement and to our country at war than to have any group or any individual think that their own special interests at the

present moment is of greater importance than the welfare of the whole.

Let us remind ourselves that today not only is there a battle of the Pacific as well as of the Atlantic, but that America today is as truly an embattled fortress as Great Britain has been over the past two years.

I can only express one word of regret on this occasion and that is that we find among the employing ranks, the managerial forces of industry, a note of dissent, instead of close and unqualified co-operation between the forces of industry and of labor.

It is unfortunate that even during our conference at Washington, called by the President of these United States, in order to bring harmony and co-operation in the field of industry, in the field of production, that employers should have attempted to inject a most controversial issue, the issue of the open and the closed shop, manifesting thereby, a desire on that occasion to further their interests in the destruction of trade unionism in this great crisis of our nation, indeed, of the world.

Even though the President of these United States repudiated that attitude, that conception, and relegated that issue to the background, nevertheless, we still find that it is the managerial group who are constantly pushing forward that questionable issue, bringing discord, bringing misunderstanding into the field of industry where there should, of right, be the utmost co-operation. We regret, too, that we have columnists as well as editorialists on our metropolitan newspapers, who insist upon dragging this issue to the fore in order to take advantage of the serious crisis in which we are placed, not to reunite, not to cement the forces of management and Labor, but rather to bring them at a clash with one another.

May I say to you, fairly and frankly, as one of the participants in that conference at Washington, Labor did not raise that issue but the issue was raised by management. Let us hope that in the interests of democracy, in the interests of freedom, in the interests of victory, management, columnists as well as editorialists, will forget that issue and change it to an attitude of complete understanding and co-operation in the field of production and of industry.

There is this other word that I would like to say to you this morning, that is of the very greatest importance, namely, that in the face of this kind of crisis we cannot suffer any longer the divisions within the household of Labor.

We should have, indeed, we must have agreement. We must have a basis of accommodation. The American Federation of Labor has on every occasion emphasized the necessity for unity in the labor movement and for the common defense of our nation against fatal danger. We now have arrived at the time when we can no longer enjoy the luxury of that kind of division and of international conflict. Every effort of ours and every resource that we possess must be directed toward one central purpose, namely, to win this life-and-death struggle for the preservation of freedom and decency and for justice throughout the world. Then, too, there is the necessity for closer collaboration with employers and the government in the war effort. The present world conflict is destined to alter labor relations in profound ways. We may even discover that in working together these three parts of our economic tripod—labor, management and government—may find a way of resolving difficulties without resort to laws restrictive and punitive.

In the field of our industrial relations, we will do well to remember Mr. Churchill's wise counsel: "Let not the present take too much time in criticizing the past, lest there be no future." Let us therefore move onward and forward to a new era of sound, industrial relations.

Here again, may I call attention to management as well as to proprietary interests of our land, that failure to understand the necessity of co-operating with Labor today and of maintaining the free status of our trade union organization and functions—that a failure to observe these requirements, may mean ultimately their own destruction as well as our own enslavement. Labor, management and capital are all in the same boat today and should we lose in this conflict, all of us shall be enslaved. Should management fail to co-operate with Labor as Labor is willing to co-operate with management, resort must then be had to legislation, that may ultimately endanger not only free enterprise but free labor and free trade unionism as well.

Therefore, I counsel not only Labor but management as well, to forget prior prejudices, not to criticize each other for the past, for in so doing we may well forget the future that lies before us. Then, may I say a word as to the dangers confronting us from our neighbors in the south.

No words that I can utter this morning could adequately convey how deeply I feel every American should be concerned about the threat of Hitlerism to South America at this moment. Of course, Hitler has a plan for the United States and he purposes to advance by way of South America. Hitler's plan for world conquest includes not only the occupation of the great plains and fertile valleys of the South American continent but to exploit the resources of this continent for waging war against us and replenishing his rapidly diminishing supplies.

Hitler knows that Brazil, for instance, is the bridge to the Americas. He knows that Brazil is as far east of the Carolinas as the Carolinas are east of California. He knows that his U-boats are actually nearer to the South American coast than they are to New England. He knows, too, that whereas the Atlantic shores of the United States are lined with powerful guns, yet the 7000 miles of South American coastline is almost without a fort or a gun to prevent landing of transport troops or transport planes by ocean-going submarines.

With the prospect of losing rubber, tin, tungsten, resources of the Dutch East Indies, it would be a fatal blow to our defense efforts to lose the tungsten and tin of Bolivia, the tin mines of the Dutch East Indies, brass and manganese stored in the mines of Brazil—and yet unless we are alert to the danger, we shall surely see these resources imperiled, and thus our own land be endangered.

To say that all of this is fantastic is to describe what has taken place again and again since that war started. The Pearl Harbor attack was fantastic, yet it happened. If we are to win this war, we have got to believe that anything is possible and prepare for the worst.

And, finally, may I say to you that we must not forget the kind of world that we seek to build. We are engaged in this life-and-death struggle, not only to see to it that the forces of aggression and of terrorism are finally brought under control, but to build the kind of civilization and the kind of world in which the principles of law and of justice and of order and of freedom shall prevail.

It is of the first importance, therefore, that every State Federation of Labor be gov-

ing thought in all of their conventions, and in all of their institutions, and in all of their meetings and conferences, to some of the post-war problems. We shall not see the promised land unless we set out upon this task with our eyes clear and our vision unimpaired for the goal that lies ahead.

In this great revolution in which we are now engaged, the basic question which confronts the movement of Labor is: "Whose revolution is this? Is it to be Hitler's or is it to be that of the lovers of freedom; lovers of democracy?"

We are committed not only to make this our revolution but to build, upon the foundations of our effort, a commonwealth of free peoples all over the world, which shall be dedicated to the proposition not only that men can and, indeed, must have the rights of the four freedoms, but that the enjoyment of these rights depends upon a larger measure of international co-operative effort, than we have ever had before. We shall have to build not only a new society of nations, but we shall have to strengthen international labor organization and international trade unionism and co-operation as well.

In all of this, let us realize, here in this country and in this state of Massachusetts, in this meeting, that there are first things that must come first and that the first thing is the production of the tools of war. Having achieved that and having made those implements of war available to our armed forces, we must then unite when Hitlerism has been overthrown, when totalitarianism shall have been completely uprooted, in building the kind of world in which the menace of Hitlerism, of Nazism, Fascism, of Japanese militarism may never again endanger the peace of the world.

That, then, friends, fellow workers in the cause of Labor, that is our mission. That is our task. Let the voice of Labor ring clear from this meeting hall, so that it may be heard not only in the highways and by-ways of our great land, by our fellow workers in the Dominion of Canada, by our fellow workers in Great Britain, throughout South America but in all subjugated and oppressed lands—and there hear the voice of deliverance, the hope for freedom, the realization of liberty and democracy again to be ours.

Soldiers of Labor, let us march onward to victory, to victory of freedom, of liberty and democracy. I thank you.

President Morrissey: Thank you, Vice-President Woll. I feel quite confident when I say, on behalf of the delegates, that your address was most inspiring, most awakening and will probably bring to us with a great deal of force, a full realization of the difficulties and problems with which we, as workers, are confronted.

I ask you now to direct your attention to Secretary Taylor, who has a few announcements to make with respect to committees. Secretary Taylor.

Secretary Taylor: President Morrissey has appointed the following committees and the following delegates to serve on the several committees during the course of the Emergency War Convention.

COMMITTEE ON CREDENTIALS

- TIMOTHY F. GRADY, Electrical Workers No. 707, Holyoke
- JOHN J. MULCAHY, Carpenters No. 1092, Lawrence
- JOHN J. CRONIN, Street Carmen No. 589, Boston
- JOHN M. SULLIVAN, Teamsters No. 25, Boston
- THOMAS F. BURNS, Bakery Workers No. 348, Cambridge

JOINT COMMITTEE ON OFFICERS' REPORT AND RESOLUTIONS

- HARRY A. RUSSELL, Engineers No. 849, Boston
- E. A. JOHNSON, Asbestos Workers No. 6, Boston
- JAMES J. O'BRIEN, Stage Employees No. 11, Boston
- MATTHEW J. McLAUGHLIN, Street Carmen No. 589, Boston
- GEORGE T. DOUGLAS, Boot and Shoe No. 1-0, Haverhill
- MARTIN J. CASEY, Electrotypers No. 11, Boston
- HOWARD H. LITCHFIELD, Central Labor Union, Cambridge
- HARRY P. HOGAN, Central Labor Union, Springfield
- CHARLES T. BUCHANAN, Street Carmen No. 238, Lynn
- LEONARD A. RYAN, Teamsters No. 170, Worcester
- WILLIAM A. NEALEY, Teamsters No. 42, Lynn
- ARTHUR T. HOWARD, Street Carmen No. 174, Fall River
- ALLEN P. NICKERSON, Teamsters No. 653, Brockton
- JOSEPH GUILBEAULT, Carpenters No. 1416, New Bedford
- MICHAEL WALSH, Street Carmen No. 589, Boston
- SAMUEL J. DONNELLY, Electrical Workers No. 96, Worcester
- DANIEL J. GOGGIN, Boot and Shoe No. 138, Boston
- ALFRED ELLIS, Sheet Metal Workers No. 17, Boston
- JAMES P. MEEHAN, Painters No. 44, Lawrence
- JOHN H. LEONARD, Street Carmen No. 261, Lawrence
- ARTHUR J. PAYETTE, Moving Picture Operators No. 186, Springfield
- LEO H. BARBER, Central Labor Union, Lynn
- MICHAEL J. O'DONNELL, Teamsters No. 25, Boston
- JOHN J. CONNOLLY, Bookbinders No. 176, Norwood
- CHARLES A. BURNS, Teamsters No. 379, Boston
- JOHN J. REAGAN, Electrical Workers No. 7, Springfield
- KENNETH J. KELLEY, Meat Cutters No. 294, Quincy
- TIMOTHY HURLEY, Machinists No. 264, Boston
- PATRICK McHUGH, Federal Labor Union No. 21455, Boston
- NATHAN HURWITZ, Laundry Drivers No. 168, Boston

COMMITTEE ON GUESTS

- P. HARRY JENNINGS, Laundry Drivers No. 168, Boston
- JOHN C. HURLEY, Bartenders and Hotel Employees No. 34, Boston
- MATTHEW P. MANEY, Carpenters No. 111, Lawrence

SERGEANT-AT-ARMS

- EDWARD F. JENKINS, Teamsters No. 25, Boston

Secretary Taylor: President Morrissey has combined the two ordinary committees, so the functioning committee for the duration of the convention will be a joint Committee on Officers' Reports and Resolutions. The chairman of that committee is Harry A. Russell.

The government agencies are anxious to obtain as many tradesmen as they possibly can, to go to Pearl Harbor. The United States Civil Service Commission has called on the State Federation of Labor, to have us assist by delivering the message to our affiliated unions.

We have done that. Many members of our affiliated unions have volunteered. I suspect they hope to meet a Jap or two on the way. Some of the civil service men are here today. You will also find our good friend,

Mr. Dacey, with them. They will be willing to give you any information or further advice required in connection with having people go to Pearl Harbor. But for your benefit, I should like to read the various crafts and occupations that are now needed, and needed urgently. They are: boilermaker, copper-smith, electrician, flange turner, heavy forger, foundry furnacemen, instrument maker, loftsmen, electric melter, pipecoverer and insulator, shipfitter and electric welder.

If there are any delegates who may know of friends or members who may be interested in doing their part by signing up for Pearl Harbor, we would like very much to have you go to the rear of the hall and talk with Mr. Dacey and get the details for yourself and also for your fellow workers who may be interested in this mission.

President Morrissey: If there are any delegates who plan to file resolutions, I wish they would immediately place them in the hands of the chairman of the Resolutions Committee, Harry Russell. The Resolutions Committee, incidentally, meets in Room 648.

It is necessary that the Committee on Rules bring in a report at the opening of the afternoon session so that we may have rules by which to run the convention. Delegate Curtin is chairman of that committee and if he will see Secretary Taylor, he can find out who the other members are and organize his committee immediately after the re-opening of the afternoon session.

It appears that there is no further business before the convention at this time. I desire a prompt re-convening of the convention at 2 o'clock, at which time the Majority Leader of the House, John W. McCormack, is going to speak to us. I should appreciate very deeply the co-operation of the delegates in being in attendance promptly at 2:00 p. m.

The convention then adjourned until 2:00 p. m.

AFTERNOON SESSION

The convention was called to order Saturday afternoon at 2 o'clock by President Morrissey.

President Morrissey: The Convention will now come to order. The Committee on Rules is ready to make its report. I ask you to give your attention to Chairman Curtin.

Delegate Curtin: Following is the report of the Committee on Rules:

REPORT OF COMMITTEE ON RULES

1. At the opening of the convention, the President shall take the chair, call the convention to order and the Secretary shall read the call.

2. A roll call shall be taken upon any question before the convention upon demand of 25 delegates.

3. Seventy-five delegates shall constitute a quorum for the transaction of business.

4. No resolutions shall be received after Saturday, January 3, 1942, at 5 p. m., except by unanimous consent.

5. The sessions of the convention shall be held between the hours of 10 a. m. and 12:30 p. m. and from 2 to 5 p. m., except on Sunday, when the convention will convene from 10:30 a. m. to 12:30 p. m. and from 2 p. m. until the business before the convention is completed.

6. Any member rising to speak shall, after being recognized by the chair, give his name, the name and number of the local union he represents and the location of the same.

7. The limitation of debate on all questions shall be five minutes and shall be extended only by a two-thirds vote of the convention. No delegate shall be permitted to speak more than twice on any one question without a two-thirds vote of the convention.

8. After a motion is stated by the presiding officer, or read, it may be withdrawn by the mover, at any time previous to an amendment, or final decision, by consent of the convention.

9. When a question is under debate, no motion shall be received but to adjourn; to lay on the table; for the previous question; to postpone to a certain day; to commit; or to amend which several motions shall have precedence in the order in which they stand arranged. The first three shall not be amended and shall be decided without debate; a two-thirds vote being necessary to carry a motion for the previous question.

10. Any amendment or resolution properly introduced cannot be laid on the table until the introducer of such amendment or resolution has had an opportunity to speak.

11. The Secretary shall have printed all resolutions coming before the convention, and shall have copies distributed to the delegates before they are to be acted upon.

12. When a motion or question has once been put and carried it shall be in order for any member who voted in the majority to move for a reconsideration thereof; but a motion to reconsider, having been put and lost, shall not be renewed.

13. A motion to suspend the rules must receive the concurrence of two-thirds of the members present, and shall be decided without debate.

14. The rules of one convention shall remain in force until the Committee on Rules shall report at the next convention and the report be accepted.

15. Robert's Manual shall be the recognized authority on all questions not provided in these laws.

ORDER OF BUSINESS

1. Roll call of Delegates.
2. Reading of Minutes.
3. Report of Special Committees.
4. Report of Standing Committees.
5. Unfinished Business.
6. New Business.
7. Good of the Federation.
8. Adjournment.

Respectfully submitted,

FRANK S. CURTIN
WILLIAM P. SHEEHAN
THOMAS E. O'BRIEN
BENJAMIN E. NAYLOR
WALTER D. COLLINS
JAMES F. CURLEY
ALBERT W. FUCHS
FRANKLIN J. MURPHY
AUGUSTINE E. EGAN
FRANK L. SHAUGHNESSY
RAYMOND V. HILL
JAMES J. O'MALLEY
ROBERT A. BURNS

Delegate Curtin moved the report of the committee be adopted.

President Morrissey: Action comes on the adoption of the report of the Committee on Rules, as read. Is there any discussion? If not, as many as are in favor will manifest by saying "aye." Those opposed "no." The "ayes" have it. It is a vote and so ordered.

I am going to ask that the delegates observe the rules of the convention which were just adopted especially with respect to recognition. In order that we may keep our records

straight, it is necessary that when you wish to obtain the floor, that upon obtaining it, you identify yourself and your local union. I also want to call to your attention, so that it won't become necessary for the Chair to rap the gavel too frequently during the course of the debate, that there is a five-minute limitation on debate.

The Committee on Credentials is prepared to make its report. It is my understanding that Majority Leader McCormack is on his way here. While we are awaiting his arrival, I shall call on Delegate Grady for a report of the Committee on Credentials. Delegate Grady.

Delegate Grady, for the Committee on Credentials, submitted the following report:

ROLL CALL OF DELEGATES

AMESBURY

- MEAT CUTTERS No. 219,
Thomas E. O'Brien
- UNITED HATTERS, No. 87,
Paul G. Hirst
Arla Mae Pattie

ARLINGTON

- CARPENTERS No. 831,
Albert Klingler

ATTLEBORO

- SILVER WORKERS No. 53,
Fred Sprigg

BEVERLY

- BRICKLAYERS No. 40,
William T. Cullen
- CARPENTERS No. 878,
Edward Thompson

BOSTON

- CENTRAL LABOR UNION,
Harry P. Grages
Bertram W. Kohl
- AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EM-
PLOYEES No. 39-3,
William V. Ward
- AMERICAN GUILD OF VARIETY
ARTISTS No. 4,
Thomas D. Senna
- ASBESTOS WORKERS No. 6,
E. A. Johnson
- BAKERY WORKERS No. 20,
Alfred P. Cormier
Patrick J. Leonard
- BARBERS No. 182,
Charles Caliri
- BARTENDERS No. 34,
John Daly
John C. Hurley
Murray Kahn
John J. Kearney
Christopher Lane
Kenneth I. Taylor
Charles E. Yates
- BLACKSMITHS No. 105,
Walter W. Cenerazzo
- BOILERMAKERS No. 29,
John D. Scott
- BOOKBINDERS No. 16,
Jeremiah J. Connolly
- BOOT AND SHOE WORKERS No. 138,
Daniel J. Goggan
Thomas A. Lyons
John F. Mealey
- BRICKLAYERS No. 3,
Austin E. Curtin
Thomas E. Ryan
John F. Tracy
- BRIDGE TENDERS No. 86,
Francis F. Morse
- BUILDING SERVICE EMPLOYEES
No. 30,
Luke Taylor

- CAFETERIA WORKERS No. 480,
Saul Swartzman
- CARPENTERS No. 40,
John G. Dunphy
Peter A. Reilly
- CARPENTERS No. 2169,
George F. Shine
- CEMENT FINISHERS No. 534,
John Carroll
- COMPRESSED AIR WORKERS No. 88,
George Thompson
- COOKS AND PASTRY COOKS No. 186,
Philip J. Greco
Joseph Stefani
- COOPERS No. 89,
James J. Doyle
- DISTILLERY, RECTIFYING AND
WINE WORKERS No. 8,
Louis J. Blender
- DRUG STORE CLERKS No. 28,
James F. Brennan
- ELECTRICAL WORKERS No. 103,
Charles P. Buckley
Edward C. Carroll
William J. Doyle
William F. Sheehan
Joseph A. Slattery
- ELECTRICAL WORKERS No. 104,
Bart P. Saunders
- ELECTRICAL WORKERS No. 396,
Arthur A. Myshrall
- ELECTRICAL WORKERS No. 717,
Leo E. Mellynn
- ELECTROTYPERS No. 11,
Martin J. Casey
- ELEVATOR CONSTRUCTORS No. 4,
Edward I. Kelley
- ENGINEERS No. 4 (Hoisting and
Portable),
John F. Cummings
James R. J. MacDonald
Cornelius J. Ryan
- ENGINEERS No. 74, (Coal Hoisting),
Thomas Noyes
- ENGINEERS No. 849, (Stationary),
Patrick J. McEntee
Harry A. Russell
- FEDERAL LABOR UNION No. 14965,
Aaron Velleman
- FEDERAL LABOR UNION No. 21243,
William Gordon
Ira Hood
- FEDERAL LABOR UNION No. 21432,
Robert L. Green
- FEDERAL LABOR UNION No. 21455,
John P. Hayes
Patrick McHugh
John Murphy
Valentine O'Neil
Austin J. Powers
- FEDERAL LABOR UNION No. 21789,
William R. Smith
- FEDERAL LABOR UNION No. 21923,
Walter D. Collins
Joseph L. McCarthy
- FEDERAL LABOR UNION No. 22179,
William Flanigan
- FEDERAL LABOR UNION No. 22555,
Alfonso R. Pulsifer
- FEDERAL LABOR UNION No. 23023,
Harold J. Liggan
- FIREMEN AND OILERS No. 3,
John J. McNamara
Augustine F. Ryan
- GLAZIERS No. 1044,
William Dugan
Joseph Riley
- INK WORKERS No. 12,
Edward M. Sweeney
- IRON WORKERS No. 7,
James A. McDonald
William J. Reynolds

- LABORERS No. 22,
Vincent Di Nunno
Cesare Pietrangelo
- LADIES GARMENT WORKERS No. 12,
Henry Tockman
- LADIES GARMENT WORKERS No. 33,
Louis Price
- LADIES GARMENT WORKERS No. 39,
Jacob Sneider
- LADIES GARMENT WORKERS No. 46,
Minnie Nathan
Rose Simkin
- LADIES GARMENT WORKERS No. 56,
Hyman Gordon
- LADIES GARMENT WORKERS No. 73,
Philip Kramer
- LADIES GARMENT WORKERS No. 80,
Frederico Borsa
Mario Turco
- LATHERS No. 72,
Hubert Connor
- LAUNDRY WORKERS No. 66,
John F. Donovan
Helen Symanski
- LITHOGRAPHERS No. 3,
Francis J. Durney
- LONGSHOREMEN No. 1066,
James J. O'Malley
- MACHINISTS No. 284,
Thomas Freeman
Timothy Hurley
David P. McSweeney
- MARBLE AND TILE HELPERS No. 18,
Daniel Hurley
James F. Meagher
- MASTERS, MATES AND PILOTS, No. 11,
Robert H. Roberts
- MEAT CUTTERS No. 75,
James G. Linehan
- MEAT CUTTERS No. 592,
John J. Conroy
James F. Curley
Philip J. Guest
John McNamara
Richard C. O'Brien
- MEAT CUTTERS No. 618,
Max Hamlin
- METAL POLISHERS No. 95,
John J. Flynn
- MOLDERS No. 106,
Hardy D. Wilson
- MOVING PICTURE OPERATORS No. 182,
James F. Burke
- MUSICIANS No. 9,
Gustave Fischer
George Gibbs
Bernard Grishaver
James T. Kenney
J. Edward Kurth
Louis Weiner
- PAINTERS No. 11,
Raymond A. Christensen
William J. Montgomery
W. H. Osgood
- PAPER HANDLERS, PLATE BOYS
AND PRESS CLERKS No. 21,
Anthony J. DeAndrade
- PLASTERERS No. 10,
Louis Klehm
A. Francis O'Toole
- PLUMBERS No. 12,
Timothy A. Callahan
- PRINTING PRESSMEN No. 67,
Edward T. Gay
- PRINTING PRESS ASSISTANTS No. 18,
Walter F. McLoughlin
- RAILWAY CLERKS No. 143,
Francis A. MacMillan
Robert McGregor
- RETAIL CIGAR CLERKS No. 874,
John J. Donohue
- RETAIL CLERKS No. 1114,
Eugene Delaney
- RETAIL CLERKS No. 1445,
John J. Cunningham
Bernard S. Kenney
George S. Mooney
- ROOFERS No. 33,
Edward F. Hurley
- SEAFOOD WORKERS No. 1572-2,
Milton H. Elvey
George Tribuna
- SHEET METAL WORKERS No. 17,
James E. Brooks
Alfred Ellis, Jr.
James T. Moriarty
- SIGN WRITERS No. 391,
John J. Sullivan, Jr.
- SPRINKLER FITTERS No. 669,
Payton R. Williamson
- STAGE EMPLOYEES No. 11,
James J. O'Brien
- STEREOTYPERS No. 2,
John H. Coughlin
- STONE MASONS No. 9,
Neil MacKenzie
- STREET CARMEN No. 589,
Henry D. C. Bell
Thomas W. Bowe
John C. Carey
John J. Cronin
Patrick F. Donoghue
Michael J. Flanagan
Timothy J. Mahoney
John H. McAnulty
Matthew J. McLaughlin
William A. Roche
Frank L. Shaughnessy
Michael J. Walsh
Thomas F. Walsh
Patrick J. White
- TEACHERS No. 441,
Lucy Lieberman
- TEAMSTERS No. 25,
John J. Buckley
Thomas J. Carroll
Maurice D'Ambrosio
Augustine E. Eagan
William Geswell
Daniel Halloran
Frank Halloran
Timothy J. Harrington
Edward F. Jenkins
Charles LaPlaca
Nicholas P. Morrissey
Michael Nardone
Michael J. O'Donnell
John M. Sullivan
Thomas F. Tighe
- TEAMSTERS No. 68 (Coal and Fuel),
John J. Duffy
John J. McGrath
Michael J. Sullivan
Michael Welch
- TEAMSTERS No. 82 (Furniture and Piano Movers),
Charles A. Armstrong
Charles F. Hanson
John H. Loughlin
- TEAMSTERS No. 168 (Laundry Drivers),
Nathan Hurwitz
P. Harry Jennings
- TEAMSTERS No. 259 (Newspaper Chauffeurs),
Frank C. Calnan
Abraham Pearlstein
- TEAMSTERS No. 379 (Building Material),
Charles A. Burns
John J. DelMonte
Charles J. Murphy
- TEAMSTERS No. 380 (Milk Wagon Drivers),
Matthew A. Dunn
Joseph P. Lane

- Matthew J. Maloney
William McManus
Timothy Scannell
TEAMSTERS No. 494 (Bakery Drivers),
Chester Lord
Eugene McMullan
William Pacious
Charles E. Williams
P. Albert Wilson
TEAMSTERS No. 646 (Food Service Sales
Drivers),
Albert W. Fuchs
TEAMSTERS No. 829 (Warehousemen),
Frank Buckley
James J. Burns
Maurice Enright
John J. Greeley
John C. Harrington
James P. McCarthy
Jeremiah McCarthy
Jerome F. McCarthy
George J. Norton
Estelle Willis
TEAMSTERS No. 831 (Carbonated Bever-
age and Liquor Salesmen),
Edward P. Reardon
TEAMSTERS No. 995 (Oil and Fuel),
James A. Cleary
Henry E. Kelleher
TELEPHONE OPERATORS No. B-1120,
Grace Barry
Mary Reagan
TILE SETTERS No. 22,
William P. Urbati
UNITED GARMENT WORKERS No. 163,
Thomas W. Healy
UNITED HATTERS No. 65,
Charles Morris
WAITRESSES No. 112,
Katherine McNabb
Eva M. Rankin
WINDOW CLEANERS No. 143,
Arthur Constant
- BROCKTON**
CENTRAL LABOR UNION,
Henry Gale
Edward Walker
BARBERS No. 238,
Eugene J. Cicone
BOOT AND SHOE WORKERS UNION
No. 38,
John A. Brennan
William J. Carey
BUILDING LABORERS No. 721,
Victor Parziale
CARPENTERS No. 624,
James Caffelle
Oscar Pratt
ELECTRICAL WORKERS No. 223,
Herbert S. Ferris
FEDERAL LABOR UNION No. 18377,
Melvin P. McGarvey
HOTEL AND RESTAURANT EMPLOY-
EES No. 161,
Frank J. Dorgan
LAUNDRY WORKERS No. 64,
Mary Doherty
MOVING PICTURE OPERATORS No.
437,
John L. Creed
PAINTERS No. 296,
Thomas R. Little
STREET CARMEN No. 235,
Thomas E. Wilkinson
TEAMSTERS No. 653,
James F. Clark
A. P. Nickerson
- CAMBRIDGE**
CENTRAL LABOR UNION,
Frank S. Curtin
Howard H. Litchfield
- BAKERY WORKERS No. 348,
Thomas F. Burns
George Slatery
BOOKBINDERS No. 204,
John J. Barry
FEDERAL LABOR UNION No. 21989,
Joseph J. Donovan
John J. O'Leary
FEDERAL LABOR UNION No. 22050,
William J. Ackerley
Daniel Daley
Joseph T. Healey
Dennis J. Murphy
FEDERAL LABOR UNION No. 22305,
Charles E. Townes
PAINTERS No. 577,
Gus C. LeMieux
TEACHERS No. 431,
F. O. Matthiessen
- CHELSEA**
CARPENTERS No. 1191,
John H. Hoage
FEDERAL LABOR UNION No. 22114,
Abraham Cutler
PAINTERS No. 623,
Edward I. Tarlow
- CHICOPEE**
FEDERAL LABOR UNION No. 18518,
John C. Brown
William Malone
FEDERAL LABOR UNION No. 19469,
Joseph I. Carmody
Alfred Davidson
Leo P. Gendron
Henry J. Gwinnell
Francis La Bare
Howard M. Nelson
- DEDHAM**
BRICKLAYERS No. 42,
John McLaren
- FALL RIVER**
CENTRAL LABOR UNION,
Ray Dooley
M. N. Medeiros
CARPENTERS No. 1305,
Horace Caron
ELECTRICAL WORKERS No. 437,
George H. Cottell
PLUMBERS No. 135,
Daniel J. McCarthy
STREET CARMEN No. 174,
Arthur T. Howard
TEAMSTERS No. 526,
Oswald F. Crockford
Joseph S. Callahan
- FISHERVILLE**
FEDERAL LABOR UNION No. 21071,
Joseph Legassey, Jr.
Charles Scowcroft
- FITCHBURG**
LADIES GARMENT WORKERS No. 360,
Mary B. Madigan
PAINTERS No. 175,
George J. O'Sullivan
PAPER MAKERS No. 12,
Ernest Eyles, Jr.
PAPER MAKERS No. 372,
Henry C. Murray
- GARDNER**
BARTENDERS No. 275,
George C. McCarney
- GREENFIELD**
CARPENTERS No. 549,
Charles F. Bitters
MOVING PICTURE OPERATORS No
596,
George F. Patnode
- HAVERHILL**
BAKERY WORKERS No. 41,
George Mallinson

- F**
BOOT AND SHOE WORKERS No. 1-0,
 Joseph G. Powers
BOOT AND SHOE WORKERS No. 703,
 Luke Carless
 Joseph Davino
 George T. Douglas
 Leonard J. Ford
 Wilbur Foster
 Hugh J. Kelleher
 Michael F. Lynch
 Howard Powers
 Armand Roche
COOKS AND WAITERS No. 201,
 John H. Gillis
PAPER MAKERS No. 204,
 Paul Mikonis
STREET CARMEN No. 503,
 Edward G. Sargent
TEAMSTERS No. 437,
 Clarence E. Gendron
- HOLYOKE**
CARPENTERS No. 656,
 Frank Conway
ELECTRICAL WORKERS No. 707,
 Timothy F. Grady
PLUMBERS No. 233,
 Harold E. Delaney
SILK AND RAYON WORKERS No.
 1929,
 Lionel J. Freniere
- LAWRENCE**
CENTRAL LABOR UNION,
 George Dionne
 Timothy H. O'Neil
BRICKLAYERS No. 10,
 Robert A. Barrett, Jr.
 Albert Mills
BUILDING LABORERS No. 175,
 John A. Fusco
CARPENTERS No. 111,
 Matthew P. Maney
CARPENTERS No. 551,
 Gedeon Champagne
CARPENTERS No. 1092,
 John J. Mulcahv
ELECTRICAL WORKERS No. 326,
 Lawrence Choate
ELECTRICAL WORKERS No. B-1006,
 John J. Havev
FEDERAL LABOR UNION No. 22451,
 Ernest Wante
HOTEL AND RESTAURANT EMPLOY-
EES No. 319,
 Franklin J. Murphy
MUSICIANS No. 372,
 Fred I. Graham
PAINTERS No. 44,
 James P. Meehan
PLUMBERS No. 283,
 Daniel F. Glynn
STREET CARMEN No. 261,
 John H. Leonard
TEAMSTERS No. 477,
 Raymond V. Hill
- LEOMINSTER**
CARPENTERS No. 794,
 Lester E. Carter
 Albert Lafrennie
- LOWELL**
CENTRAL LABOR UNION,
 Thomas P. Ahearn
 Sidney E. Le Bow
BARTENDERS No. 85,
 Hugh Maguire
CARPENTERS No. 1468,
 Wallace M. Langell
MOVING PICTURE OPERATORS No.
 546,
 Sidney C. Barton
STAGE EMPLOYEES No. 36,
 Anthony Alves
STEAMFITTERS No. 499,
 James R. Gookin
- STREET CARMEN** No. 280,
 Joseph M. Shea
TEAMSTERS No. 49,
 Sherman J. O'Brien
- LYNN**
CENTRAL LABOR UNION,
 Leo F. Barber
BAKERY WORKERS No. 182,
 John Cameron
BAKERY WORKERS No. 183,
 Abraham Rosenfeld
MEAT CUTTERS No. 71,
 John J. Driscoll
PATTERN MAKERS LEAGUE,
 Robert Kerr
PLUMBERS No. 77,
 Frank L. Crotty
STEAMFITTERS No. 277,
 Daniel J. Manning
STREET CARMEN No. 238,
 Charles T. Buchanan
TEAMSTERS No. 42,
 William A. Nealey
 George H. Stone
- MALDEN**
CENTRAL LABOR UNION,
 Grahame C. Malloch
FEDERAL LABOR UNION No. 20567,
 Bella Black
 Anna Cristiano
 Roberta B. Currie
 Edward Stafford
FEDERAL LABOR UNION No. 22786,
 Orris R. Dunn
 Edward F. Muisse
 George T. Saulnier
LADIES GARMENT WORKERS No. 291,
 Betty Sklovitz
STREET CARMEN No. 1153,
 Wilbur E. Ellis
- NEW BEDFORD**
CENTRAL LABOR UNION,
 Dorothy B. DeLoid
 Frederick W. Ringdahl
BRICKLAYERS No. 39,
 John T. Chadwick
BUILDING LABORERS No. 395,
 Lionel Marchand
 James C. McCawlev
CARDERS AND RING SPINNERS No.
 36,
 Manuel Mederios
 Jena Morris
 Herbert Severs
 Alfred Sylvia
 John Vertente, Jr.
CARPENTERS No. 1416,
 Henry H. Bowles
 Joseph A. Guilbeault
 I vman E. Reed
 Frederick A. Snell
FIREMEN AND OILERS No. 294,
 Antone A. Andrade
LOOMFIXERS No. 2,
 William E. G. Batty
 Alovsius Smith
 Fred Thorpe
MEAT CUTTERS No. 609,
 Herbert A. Lee
PLUMBERS No. 53,
 Fred Caton
STEAMFITTERS No. 644,
 Chester H. Crossley
STREET CARMEN No. 1037,
 William Beauregard
TEACHERS No. 263,
 Laura Furtado
TEAMSTERS No. 59,
 S. P. Jason
 Manuel Rose
 Manuel Souza

- YARN FINISHERS No. 1644,
Joseph E. Amaral
Joseph M. Costa
- NEWTON**
CARPENTERS No. 275,
Angus MacLean
- NORWOOD**
BOOKBINDERS No. 176,
John J. Connolly
BUILDING LABORERS No. 138,
Michael Flaherty
STREET CARMEN No. 373,
Walter P. Hayes
- QUINCY**
BRICKLAYERS No. 52,
Frank C. Brunelli
Gerald J. Hurley
GRANITE CUTTERS,
Costanzo Pagnano
MACHINISTS No. 1451,
Norman Satterthwaite
Elmer Wardell
MEAT CUTTERS No. 294,
Kenneth J. Kelley
PLUMBERS AND STEAMFITTERS No.
275,
Albert H. Burns
STREET CARMEN No. 253,
Robert J. Egan
- READING**
FEDERAL LABOR UNION No. 22750,
John Wendell
- REVERE**
PAINTERS No. 1280,
Victor J. Marquis
- SALEM**
CARPENTERS No. 1210,
Amable L. St. Pierre
CARPENTERS No. 1516,
Charles H. Haight
ENGINEERS No. 93 (Stationary),
Patrick J. Higgins
STREET CARMEN No. 246,
George E. Maguire
- SOMERVILLE**
CENTRAL LABOR UNION,
Robert F. Maguire
Frank Mangan
- SPRINGFIELD**
CENTRAL LABOR UNION,
Charles E. Caffrey
Harry P. Hogan
BAKERY WORKERS No. 32,
Eugene Pasini
BARTENDERS No. 67,
Laurence T. O'Brien, Jr.
BRICKLAYERS No. 1,
J. Raymond Britton
Patrick W. Harrigan
BUILDING LABORERS No. 999,
Alphonse Poe
CARPENTERS No. 177,
Bernard Johnason
ELECTRICAL WORKERS No. 7,
John J. Regan
ENGINEERS No. 98 (Operating),
James I. Bird
ENGINEERS No. 602 (Stationary),
Julius Erat
FEDERAL LABOR UNION No. 18385,
Myles Burke
FEDERAL LABOR UNION No. 18734,
Daniel Sullivan
FEDERAL LABOR UNION No. 20681,
George V. Abert
Robert E. Morrison
FEDERAL LABOR UNION No. 22804,
Ernest K. Appleby
IRON WORKERS No. 357,
Joseph W. McGuire
- MOLDERS No. 167,
Cyprien J. Boivin
MOVING PICTURE OPERATORS No.
186,
Arthur J. Payette
PAINTERS No. 257,
Roy J. Surprenant
PATTERN MAKERS LEAGUE,
Finton J. Kelly
PLUMBERS No. 89
Austin D. Comer
POST OFFICE CLERKS No. 497,
James E. Walsh
SHEET METAL WORKERS No. 63,
Richard J. Leary
STREET CARMEN No. 448,
Edward A. Raleigh
TEAMSTERS No. 404,
Thomas J. Corcoran
Benjamin E. Naylor
Edward J. O'Brien
- TAUNTON**
BRICKLAYERS No. 13,
Manuel Aguair
CIGAR MAKERS No. 326,
John Van Vaerenewyck
MOLDERS No. 39,
William H. Cleary
TEXTILE WORKERS No. 2192,
Joseph Taylor
- TURNERS FALLS**
PAPER MAKERS No. 171,
John T. Quinn
- WALTHAM**
LATHERS No. 142,
Frank C. Burke
- WATERTOWN**
FEDERAL LABOR UNION No. 21914,
Alfred E. Cole
Charles Coogan
James Feeny
Elizabeth Gallinaro
Joseph Hughes
Joseph Kelly
Harry O'Connor
PHOTOGRAPHERS AND PHOTO
FINISHERS No. 22295,
John C. Webster
- WESTFIELD**
CENTRAL LABOR UNION,
Benjamin G. Hull
- WOBURN**
CARPENTERS No. 885,
Maurice J. DeMone
- WORCESTER**
CENTRAL LABOR UNION,
John J. Ryan
AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EM-
PLOYEES No. 39-4,
George L. Malone
BAKERY WORKERS No. 380,
Robert K. Crabbe
BARTENDERS No. 95,
James H. Loughlin
CARPENTERS No. 107,
Bennett F. Gordon
ELECTRICAL WORKERS No. 96,
Samuel J. Donnelly
ENGINEERS No. 75 (Operating),
Robert A. Burns
FEDERAL LABOR UNION No. 22269,
Alfred A. Saltus
IRON WORKERS No. 57,
Patrick J. Kelliher
MEAT CUTTERS No. 137,
Michael Mahon
MOLDERS No. 5,
William H. Thornton
MUSICIANS No. 143,
Walter Hazelhurst

PAINTERS No. 48,
Patrick J. Begney
STEAMFITTERS No. 408,
Richard H. Donnelly
STREET CARMEN No. 22,
William H. Murphy
John M. Shea
TEAMSTERS No. 170,
Thomas J. Enwright
Chester G. Fitzpatrick
Oscar Johnson
Leonard A. Ryan

FRATERNAL DELEGATE
WOMEN'S TRADE UNION LEAGUE,
BOSTON,
Rose Norwood

Delegate Grady moved the report of the committee be adopted and that the delegates be seated with voice and vote.

President Morrissey: The Committee on Credentials has made its report and they recommend that the delegates whose names were read be seated with voice and vote. Action comes on the adoption of the recommendation of the committee. Those in favor will manifest by saying "aye." Those opposed "no." The "ayes" have it. It's a vote and so ordered.

Congressman McCormack seems to have been delayed. We expect him at any time. Meanwhile, we have a rare treat for the delegates. We have with us a representative from China to the International Labor Congress. He is the workers' delegate of China, and he is also the President of the Association of Labor in Chungking, China.

I am quite sure that while he may be a competitor of mine, he will forgive me if I mispronounce his name. Here goes—Chu Hsueh-Fan, Workers' Delegate of China, Representative to the International Labor Congress and President of the Chinese Association of Labor from Chungking, China. Mr. Chu Fan.

CHU HSUEH-FAN
(Chinese Representative, International Labor Congress)

Mr. Chairman, fellow workers, and distinguished guests—It gives me particular pleasure to be with you today to convey the fraternal greetings of the Chinese workers at the beginning of a new year.

Attending the convention of a labor union is no new experience to me. In China, in Europe, in America. But never before was I so moved as today, facing a gathering of delegates of working men who are, definitely and determinedly, allies of my fellow workers and my people at home.

The aggression which the ruthless and ambitious war lords of Japan launched against this country, the British Empire and the Dutch East Indies, more especially the manner in which the aggression was launched, has shocked the whole civilized world. The stab-in-the-back have caused grievous harms to the Allies. But those tactics are by no means new. They are the favorite method of the shameless and cowardly Japanese.

Ten years before war was forced upon you last December, Japan had used that stab-in-the-back tactic in her conquest of Manchuria. Four and a half years ago, Japan attacked China by surprise. These infamous acts of violence have inflicted upon China serious initial setbacks, it is true. But the whole country was hastily mobilized. United as never before, all the people, irrespective of creed or party, took up arms to save their

homeland and the freedoms of mankind. And now, the same is true in the United States.

For four and a half years, our people have fought virtually single-handed an enemy long-prepared and poised for a war of aggression. We fought against tremendous odds. The Japanese had a modernized navy; we had none. The Japanese had a well-established war industry; we had none. The Chinese air force was insignificant; the Chinese army poorly equipped; the Chinese economy not at all geared to war. In short, China was then unprepared for war. And yet, despite the great odds, China is still standing on her feet, after four and a half years of unremitting resistance. China has proved to the world that she is unconquerable. So will the United States.

In the life-and-death struggle, the Chinese workers have joined hands with their compatriots. We have suspended many of our claims to better conditions in order to put up a better war effort. We have put off strikes in Free China and are directing sabotages in the Japanese-occupied zone. The people and the workers in both this country and China, just like the people and workers of the British Empire and Russia, are making enormous contributions to winning the war. We have no illusions. We are aware of the terrible realities of total war. But we have to take it, because the war must be won. Hitler must be crushed. Japanese militarists must be defeated.

Nothing short of total effort will suffice to defeat the enemy. In this total effort, all of the allies must pool their resources in manpower and in material. There must be concerted action under a concerted strategy. In this connection it is a source of satisfaction that the Allies, 26 of them, have signed an agreement not to make a separate peace with Germany, Japan or Italy. However, there seems to be, in recent days, a tendency to regard the Pacific as a sideshow in the whole war. I think that is a question which should be given more careful consideration.

We should not allow ourselves to be misled by the initial successes of the Japanese. Japan is by far the weaker link of the Axis. But she is as important a link as Germany in the triple alliance, because Japan is the ringleader in the Pacific, just as much as Germany is the ringleader in the Atlantic. The destruction of Japan in the Pacific is much easier than the destruction of Germany on the European continent. The strategy of the Allies should be to crush the Japanese forces without delay before they are able to consolidate their positions in the Pacific; and before they are able to exploit the resources of the rich Pacific islands and China. When their positions are consolidated in the South Pacific, and with the oil and rubber and tin of that area, the Japanese would turn to the invasion of Russia in order to effect a junction with Hitler's forces. And in that event, the position of the Allies might be irreparably jeopardized. On the other hand, if the opportunity is taken of the present moment when Hitler is suffering a tremendous defeat in Russia and in Lybia and when Japan has not yet established herself in the Pacific Islands, the collapse of the Japanese empire would be certain, when the weight of increased forces of the Allies is thrown into the balance. Any half-measure at this juncture in the Pacific cannot but have grave and adverse consequences to the outcome of the war for the Allies. On the other hand, the elimination of Japan would allow vast numbers of the Allied forces to be transferred to Europe and the Near East to bring about a quick overthrow of Hitler and his gang.

Furthermore, it may relieve Russia of the pressure on her eastern frontiers and free the Russian army and air force in the Far East for service on the European front.

In this war in the Pacific against Japan, China may yet play an important role. China has vast manpower—450,000,000 and a territory of 11,000,000 square miles. What she needs is material and equipment. The United States need not send an expeditionary force to the Far East. Give us the weapons and we will do the fighting. In this fight we have already joined battles with our British ally. As you may have noticed, the Chinese army had fought gallantly in the vicinity of Hongkong to save the colony from Japanese seizure. It was only because of the lack of mechanized equipment that the operations had not been accomplished with success. In the area of Burma, the Chinese command has already dispatched a large force of the army into Burma for the defense of that country and India. It is imperative that this force be quickly furnished with the modern weapons of war. Supplies of tanks and guns and an American air force must be rushed to the South Pacific. Given adequate equipment, the Chinese army will be able to shoulder the main defense of the Pacific region, assisted by the fleets of this country and Britain.

The war against tyranny is an indivisible whole. To disregard one link of that whole is to invite disaster. Only concerted and all-out efforts will forestall that disaster. Let all democracies unite in common strategy in the war. With united and unselfish efforts, we shall be able to defeat Japan and Germany and Italy and to establish a new world order of peace and freedom. We shall win the war and then we shall win the peace.

In conclusion, I wish to remind you—"Remember Pearl Harbor."

President Morrissey: Thank you, Mr. Chu Fan.

I want to call to your attention the fact that this gentleman from China holds the same position and commands as much respect from the workers in China as does Bob Watt from the workers of America.

I am quite sure that he has left an indelible mark in the minds of the delegates with respect to the type of treachery that is being resorted to by the Japanese in the Pacific at the present time. I feel reasonably sure that I speak for the delegates when I say that we will leave no stone unturned to see to it that the so-called "arsenal of America" is exerted to its fullest extent to supply the necessary essentials so that the Japanese will be retarded in their efforts to make any inroads into China or America.

What is worth having is generally worth waiting for. I feel a little obliged to say that when an individual finds himself confronted with the tremendous amount of responsibility that the next speaker has, that it is rather difficult, perhaps, for him to be very punctual.

John, of course, is an old South Boston boy. He fought his way up from the very bottom to perhaps as close to the top as is the realization and ambition of most young men in America. So this afternoon, we have a rare treat in store for the delegates when we have with us the Majority Leader of the House of Representatives at Washington.

For the first time in history a South Boston boy has become the Majority Leader of Congress. You can realize his tremendous responsibilities during these dark days and you can also realize that our next speaker has had to make some sacrifices to be here

today to address you. I can say from my own personal knowledge and experience that our next speaker is a real friend of the Massachusetts State Federation of Labor. He is a genuine friend of the American Federation of Labor.

It gives me an unusual amount of pleasure to call upon the Majority Leader of the House of Representatives, the Honorable John W. McCormack. Mr. McCormack.

HONORABLE JOHN W. McCORMACK (Majority Leader, House of Representatives)

My very good friend, President Morrissey, distinguished and invited guests, and delegates to this special convention—In addressing this special convention, I am addressing you delegates who are leaders in this state and some of the officers of the state branch, leaders throughout the nation of the great labor organization of which you are proud to be a member, and which has played such an important part in the constructive progress of our nation.

I remember several years ago, when we were having a rather controversial debate on the floor of the House, during the dark days of the depression—another serious crisis that we emerged from under the great leadership of the man who is leading us today, when Labor was the issue; when some members were attacking Labor—that I took the floor, not in defense because Labor does not need defense—the American Federation of Labor needs no defense—but to express my views as a citizen and as a member of the Congress with reference to the great leadership of this organization and the important part that it played and has played and will play in the history of our country. At that time I made one short, terse, pertinent statement during my remarks, which is applicable even more strongly today. I said, "I salute organized labor of the country." Today I salute the American Federation of Labor of this state and of the nation.

Each and every one of us is a member of some group. We all have our racial origin, but, of course, that is not a group because decent people do not consider that, because we're a people, not a race. We're all Americans, without regard to our racial origin, and that's the important thing always to remember. We are either Catholics, Protestants or Jews, maybe Episcopalians, Baptists, or other religious creeds; we belong to this organization and that organization.

You belong to organized labor and to the American Federation of Labor, and you are a leader in it. We are all proud of those groups that we are members of. We are all subject to their influences at times.

But over and above those groups or our membership in any particular group or groups, we have a stake and a card in the Union of the United States. Each and every one of us, of this generation, as will the future to come and as was those of the past, had a card of membership as a citizen of the United States, and that's the paramount group that we're all members of. At all times must we remember that, but particularly in days of crisis, in days of danger.

Without flattering in any way, but expressing the humble, honest opinion that I entertain, the American Federation of Labor has always typified the highest ideals of Americanism. In this crisis, your organiza-

tion is carrying on with the same constructive work of the past, meeting the test and meeting the challenge.

If I might say with a little bit of pride as a son of Massachusetts, talking from a state angle, of the 48 state organizations of the American Federation of Labor, the Massachusetts State Branch is head and shoulders over all the other 47 states of the Union.

I remember back in 1920, when I first went into the Legislature. Prior to that I was in the Constitutional Convention and my service in the Legislature was really my first contact, from an official angle, with representatives of your organization. One of the present members, whom I met coming in, and others constituted the Legislative Committee. I served on the Committee on Labor in 1920. That was the time that they tried to put through the anti-labor legislation that would have been the death note of Labor, compelling Labor to incorporate—the Widden Act. The boys of those days remember it and that fight. They thought they were going to put it through. It was reported adversely out of the Committee on Labor, of which I was a member through a coalition of Democrats and Republicans—Independent Republicans. We had a great chairman in that committee, a man who wouldn't take orders. I want to give credit where credit is due. We reported out adversely, and they tried to substitute the bill in the House for the adverse report, and as a first-year member of the Legislature, it was my duty, my responsibility, and my pleasure to handle the adverse report of the committee in the House, and we defeated it after one of the most trying and one of the hardest fights ever engaged in, in defeating the effort to substitute the bill for the adverse report of the Committee.

From that time on my associations have been most friendly with the American Federation of Labor, in state and in nation. I think that my expression that the American Federation of Labor has lived up to the highest ideals of Americanism will be accepted by you, ladies and gentlemen, not as mere flattery or as a complimentary statement made by one who has been invited to address you on this occasion, but as the sincere expression of an honest mind, based upon the facts, based upon the evidence and based upon my experience.

The fact that you are holding a special convention today is also evidence of the leadership of the Massachusetts Branch of the American Federation of Labor. This special convention, the first of its kind in the country, is called for the purpose of helping our country in this crisis. It will definitely convey to the country and to the world where the Massachusetts State Branch of the American Federation of Labor stands. The American Federation of Labor is going to devote and dedicate itself in Massachusetts to doing everything within its power and the power of its members—to doing those things that they are called upon to do, necessary to win the war as quickly as possible. I know that the actions of this special convention will electrify the other state departments or state branches of the American Federation of Labor, and that similar conventions will be held in other states of the union, and that action along the same lines that you delegates of this special convention will take or have taken, if not already taken, will also be taken by the other state branches. That is leadership.

I spoke a few days ago at a luncheon given me by four business associations. I stressed the necessity of leadership in all walks of

life; leadership among business, industry, finance, labor, agriculture, religion—everywhere, in all walks of human activity, whatever our groupings might be as Americans, from the economic angle or from any other angle—there is going to be leadership, all channelling itself into the road that represents the pathway of victory.

The same thing applies to Labor and I know it is here. You have evidenced it in the past and your very presence at this special convention is simply another piece, but a powerful piece, of the evidence of the leadership that exists in the Massachusetts State Branch of the American Federation of Labor. I congratulate you, and I commend you for it. The leadership in your state organization exists. Each and every one of you, ladies and gentlemen, go back as delegates to your locals and your communities. You have got to carry on the leadership there. You and I are in this war. This is our war, just the same as it is the war of the young man at the front, with the exception that he undergoes the danger, the great personal danger that one situated as he does must undergo. But the wars of today are no longer wars of armed forces. Wars of today are wars between peoples. The child in the crib is subject to bombing. Each and every person, whether wearing a uniform or not, is subject to attack. Every decency in international law is disregarded by the forces that oppose us. Non-combatants mean nothing to them. We know that. We have seen plenty of evidence of it. So that the war of today and the wars of tomorrow—let us hope there will be none tomorrow, and if there are we are a failure in the long range question of permanent peace and the preservation of the human race—the wars of today and the wars of tomorrow, if they occur, are and will be wars between peoples.

The young man at the front and the young man on the ships and in the air must do the fighting. How can he fight unless he has the implements? How can he fight unless he has the munitions of war? And that is where Labor and industry plays its important part.

What has the enemy tried to do first? Get control of the air. We have got to equip our men and our army and our navy and our air forces to resist it. That depends upon you, gentlemen, your leaders, and the fellow who works in the factory. We have got to give them munitions, clothing, food. We have got to keep them supplied and protected because once the enemy gets control of the air, then destroying the lines of communication is only a matter of time. No matter how valiant our boys are, they are helpless against such conditions. A real part of the war is in the factory. The men at the front cannot fight unless the factory is producing. That means a willingness to work any number of hours necessary. It means a willingness to make sacrifices on the part of all.

I attended a function last night with 11 young boys going into the marines. I felt humble in their presence. I was a private in the World War. I felt humble in the presence of these boys. I saw a line of boys going through Court Square before I went over there last night. A couple of marines were going through their preliminary steps after being sworn in. They were on their way, nobody knows where, but they were walking along buoyantly, fine carriage and all. I read their minds from their actions as they walked along. I felt humble.

I have a little part in this drama, this tragic drama of today—a little actor on a big

stage. I have my part to play and I have got to do it, and I am going to do it without regard to the consequences to John McCormack. I voted in the past, and I will vote in the future without regard to what might happen to me politically. I will support anything, any legislation that I think will help my country defeat the enemy.

I know that these remarks are not necessary on an occasion of this kind, and I am not advancing them to you delegates as arguments. It is unnecessary. I am giving a broad picture of the situation as it appears to me. It is total war. It is an all-out war. And the factory plays an important part. Keep those wheels of machinery going. Keep those wheels of industry going. Turn out the airplanes, the guns, the munitions of war, the clothing, everything necessary; the ships in the navy yards, in Bethlehem and other places. The naval vessels—turn them out as quickly as possible.

I was talking with a friend of mine the other day who had a contract to build a pier at the army base. He built it five months sooner than they allowed him. They gave him another job and he is doing it now. Mrs. McCormack and I had dinner with him the other night. They gave him 18 months to complete the job. He said, "I will complete the first half of that job in three months, and I will complete the whole job in five months." He couldn't do that alone. The men were doing it. He was guiding them.

This spirit is a co-operative spirit, and that is the spirit we need. We, back home, have got to make our sacrifices. Those young men at the front are certainly making great sacrifices. They do not know what the future holds in store for them. One thing you and I know, and they know, that is that they are going along the journey in this danger where they are placing their lives in danger, willing to give up their lives if necessary that our country may win and our institutions be preserved. Whatever sacrifice you or I make is small in comparison with the sacrifice that those young men are and will have to make. It should be an inspiration and an example to all of us.

I meet some of my friends, and they say to me, "I've got to reduce my help. The priorities have denied me certain raw materials that I need, being engaged in a non-defense or non-essential defense activity," and I say, "Yes. That's hard. That's difficult, I realize, but we have all got to tighten our belts." And I say to them, "Would you want to live under Hitler? No!" Well, that's the issue we are fighting—to lick not only Hitler but to prevent our country and our peoples being subjected as slaves to the domination of the Hitler machine.

We've all got to make sacrifices. We've all got to tighten our belts. We've all got to approach it from the affirmative mind, regretfully, but realizing the exigencies and necessities.

Of those who are displaced, it is the duty of the government to try to channel as many as possible into defense activities as soon as possible so that the employees affected can receive as early employment as possible. So far as the employer is concerned, if he is capable of engaging in defense activities and production, of adjusting himself to it, he should.

A nation can only win a war, be assured of winning a war, when it is on a complete wartime economy. We cannot fool. We cannot take the chance. We all want to take the chance, but none of us can afford, ladies and gentlemen, I respectfully submit, none of us can afford to take the chance. We cannot

play with fire. We have got to go forward militantly, doing everything that those who are conducting our government, the leaders in military and naval circles, think necessary for the winning of the war by our country as soon as possible.

You and I are members of a generation of Americans that are on trial. We have inherited what we possess from a governmental angle. You and I didn't build it but we inherited it. If you and I had a voice or a hand in the building of our country in the days of the Constitutional Convention, we would have builded what those great men of that day did. But the fact is, we did not build but we inherited, and we inherited what past generations of Americans have passed on to us.

In the early days—four or five million people along the Atlantic coast, 13 original states comprising the Union; today, 133 millions of Americans, of all races and all religions, 48 states comprising the Union—that's our government and that's our heritage to preserve.

Past generations of Americans have passed on to you and me all this, with the unwritten mandate to preserve what we have inherited. There have been several generations of Americans that have come and gone into the Great Beyond since the generation of the framers of the Constitution. History records that they had their trying days, and they had their problems; and history records the fact that they met them with all the trials and tribulations of their days and all the errors of the human being, they met them successfully.

You and I are on trial in probably the greatest danger that has existed in the history of our country. At least there were only two previous dangers of a grave nature—the days of Washington, when a division existed and chaos would have been brought about if we didn't have Washington—and the days of the Civil War, when we had a Lincoln to lead us.

In this, one of the most grievous periods of our country, you and I are of this generation of Americans on trial. The question is whether or not this generation is going to be marked in future history as a generation of Americans that failed. Are we going to be the first generation that failed? The answer to that is "no," if you and I of this generation do those things that we should do. The answer is "no," with the right type of leadership in all walks of life. The answer is, "It might be," if we fail to co-operate as a nation with the leadership in all spheres of human activity, laying aside differences for the emergency, for the duration of the war, and concentrating on one goal—doing everything necessary and possible to win the war.

Motives cannot be impugned. Men must be able to sit around the table and adjust differences quickly, where differences exist. One group must meet with the other group at least with a feeling that there is honesty of purpose existing on the other side. There cannot be the impugning of motives, as I said the other day to a group composed mainly of business, industry and finance, "You cannot impugn Labor and Labor cannot impugn your motives." That is too big a gamble to take. Even if the thought exists that there is a justification, lay it on the table because that will mean the success for the greater good, the success of our country.

Success means the continued progress of Labor. Defeat means that the first organization that will be destroyed, from a worldly angle, will be Labor itself.

You know what happened in Nazi Germany; you know what happened in Fascist Italy. In Nazi Germany, particularly, religion was attacked—there was the supernatural. But from a worldly angle, the first organization that was attacked and destroyed was organized labor of Germany. Promises were held before Hitler's taking over; but after taking over, a dictator cannot permit any possible opposition. The first organization that was destroyed in Germany was organized labor of Germany.

From the angle of an American citizen, you have a stake. From the angle of organized labor, you have a stake. And if I might make a little personal confession—we all have the same stake from the angle of the American citizen—I have a personal stake because I have a suspicion, with what I have done in Congress and what I have done exposing the Nazis and other subversive forces in the past, that if by chance Hitler should win—which will never happen with the help of God and the courage of Americans—that from a personal angle, I will be one of the first 10 Americans subjected to the firing squad.

Leadership, everywhere. We have the leadership in Washington. We have in Washington one of the greatest men that has ever lived in the known history of man. We have a man who fought, did everything within his power for peace. He recognized the danger and did everything necessary for the defense of our country, for the purpose of obtaining peace, and then the dastardly attack occurred.

Our Commander in Chief, in times of danger, by constitutional mandate and provision, is the President of the United States. In the infant days of our government under constitutional history, thank God we were given the great leadership of the immortal Washington. In the trying days of misunderstanding between the North and the South, known as the Civil War, thank God we were given the militant, the visionary and the courageous leadership of the immortal Abraham Lincoln. And in these trying days, let us all thank God that we have been given the leadership of our humane, our visionary, and our courageous President, the great Franklin Delano Roosevelt.

President Morrissey: Thank you, Congressman McCormack. I express the will of the delegates when I say that we have a full realization that decisions made at this hour by those whom the American people have chosen to act for them and the decisions that they are making now are very momentous, for the decisions made today will determine the growth and perhaps the very survival of American civilization of tomorrow. At this hour, democracy is on trial before our own national Congress and before the world.

The case is the case of government by consent against government by compulsion. It is the case of human dignity against human enslavement. It is the case of democracy against dictatorship.

I am quite sure, John McCormack, that you are the type that exemplifies the type of civilization that will be the outgrowth of this world turmoil. And so, on behalf of the delegates to this War Convention, I extend to you our sincerest thanks for your giving so willingly of your time to be with us on this occasion.

If Chairman Russell of the Committee on Officers' Reports and Resolutions is available, I am quite sure the delegates are content to enter into the business session of the Convention. I present Chairman Russell.

Report of Committee on Officers' Report and Resolutions

Delegate Russell: Mr. Chairman, your joint Committee on Officers' Reports and Resolutions met on Friday night at 7 o'clock, myself as chairman and Delegate E. A. Johnson (Asbestos Workers No. 6, Boston) as secretary.

We discussed the problems affected and brought forth in the Officers' Report, and we now refer you to that printed document which is on the table before you.

On Page 3, your committee feels that the preamble could in no wise be improved upon by your committee, and we recommend the concurrence and the adoption of the preamble to the report of your officers.

Delegate Russell moved the recommendation of the committee be adopted, which motion was duly seconded.

President Morrissey: It has been regularly moved and seconded that the preamble to the report be accepted. Is there anything to be said on the question? If not, as many as are in favor will manifest by saying "aye." Those opposed "no." The "ayes" have it. It is a vote and so ordered.

Delegate Russell: On Pages 3 and 4, under the caption of "Strikes and Lockouts," is an all-important statement by your Officers. Your committee concurs and recommends its adoption.

Delegate Russell moved the recommendation of the committee be adopted, which motion was duly seconded.

President Morrissey: The committee's report is that it concurs in the "Strikes and Lockouts" caption and recommends its adoption. Is there anything to be said on this question? If not, those in favor will manifest by saying "aye." Those opposed "no." The "ayes" have it. It is a vote and so ordered.

Delegate Russell: On Page 4, under the caption of "Complete Use of Essential Plant Facilities", your committee spent considerable time in order that we might thoroughly understand and make it thoroughly understandable to this history-making convention what we are to pass on to the labor movement, perhaps of the next generation. In doing so, we have taken the liberty to, in no sense delete nor modify, but in some ways re-phrase. Secretary Johnson is prepared to offer our recommendation for that caption.

Delegate Johnson: Without reading the entire recommendation, I shall read the amended proposal of the committee, if you will follow me please:

"In Massachusetts there are thousands of industrial plants whose production is essential to our war effort. Some have expanded their facilities and increased the usable time of their machinery. But not all of them. Some industrialists continue to indulge in the pastime of obtaining attractive and more profitable war contracts, placing the destiny of our country and the need of the materials which their facilities can produce second to their selfish desire for profit. We recommend that every essential plant in Massachusetts be compelled to operate their machinery in continuous operation. We recommend that industrial blackouts, that is, shutting down of essential plants over week-ends and during some part of the night be eliminated during the war. We recommend that wherever industrialists demonstrate a reluctance to place our nation's destiny above their desire for profit and lucrative contracts, that such industrialists be relieved of their managerial

responsibility and boards be created by the government to assume such managerial responsibility during the course of the war, and that on such boards there shall be representatives of the American Federation of Labor to serve in the interests of the employees of such plants, so that collective bargaining shall continue and adequate wages and satisfactory working conditions will be enjoyed. At the same time such representatives of the American Federation of Labor shall be responsible for the operation of industrial facilities on an efficient productive basis."

Delegate Russell: That is the recommendation of your joint committee, and I move the adoption of the committee's report. The motion was duly seconded.

President Morrissey: Action comes on the adoption of the committee's report. Are you ready for the question?

Delegate Flynn (Metal Polishers No. 95, Boston): Mr. Chairman—Sir Walter Citrine, when he came over to this country, told us that in England they started a seven-day week and found that it was detrimental to the health of their workers. They discontinued it. We don't want the same thing to happen over here.

Delegate Russell: We concluded our recommendation, "to the efficient productive basis of the plant facilities." We did not enumerate seven days a week, nor 168 hours. We want the plants used to the utmost of their capacity.

Delegate Reilly (Carpenters No. 40, Boston): Mr. Chairman—May I break in for a moment because I see that Mr. McCormack is about to leave the platform. If you will permit it, I should like to move at this time, Mr. Chairman, that we give a rising vote of thanks to one of the greatest representatives of the American people that we have ever had from Massachusetts.

President Morrissey: If there is no objection, and hearing none, the motion will be complied with—that we give a rising vote of thanks to Congressman John W. McCormack for having appeared here before us this afternoon. Delegates will please rise.

President Morrissey: Action now comes on the motion to adopt the report of the committee. Is there anything further to be said on the question.

Delegate Stefani (Cooks and Pastry Cooks No. 186, Boston): Mr. Chairman—I want to comment on the action taken by the State Federation of Labor, and also the further amendment made by the committee. I think it is a little better than what the Executive Board of the State Federation of Labor brought about in eliminating the number of fixed hours in this caption. I feel, Mr. Chairman, that it is a step forward in eliminating excess profits from these employers while we, at least we or our sons, are pouring our blood to save the United States of America.

It is the duty of all organized labor to see to it that the capitalists do not make millionaires of themselves out of the blood that we are spreading to save them. Therefore, I want to commend the committee on this resolution and hope, Mr. Chairman, that it will pass.

President Morrissey: Is there anything further to be said on the question? If not, all those in favor will manifest so by saying "aye." Those opposed "no." The "ayes" have it. It is a vote and so ordered.

Delegate Russell: On Pages 4 and 5, "Retention of Labor's Gains," we have but one slight addition, that in the next to the last line of that caption we say, "Advocate the suspension of such labor law."

Your committee recommends the adoption of that caption with that slight addition.

Delegate Russell moved the recommendation of the committee be adopted, which motion was duly seconded.

President Morrissey: It has been regularly moved and seconded that the committee's recommendation be adopted. Is there any discussion? If not, all those in favor manifest by saying "aye." Opposed "no." The "ayes" have it. It is a vote and so ordered.

Delegate Russell: On Page 5, "Industrial Defense," your committee is in total accord with the paragraph's intent and purpose. We recommend concurrence.

Delegate Russell moved the recommendation of the committee be adopted, which motion was duly seconded.

President Morrissey: You have heard the recommendation of the committee. Is there anything to be said on the question? If not, as many as are in favor of the adoption of the committee's recommendation will manifest by saying "aye." Those opposed "no." The "ayes" have it. It is a vote and so ordered.

Delegate Russell: On Pages 5 and 6 you will find a caption reading, "Financing the War." This is an all-important report upon the part of your Executive Council. Their recommendations will make history here today.

Your committee concurs and recommends the adoption of that caption.

Delegate Russell moved the recommendation of the committee be adopted, which motion was duly seconded.

President Morrissey: Is there anything to be said on this recommendation? If not, as many in favor of its adoption will manifest by saying "aye." Those opposed "no." The "ayes" have it. It is a vote and the vote will so be recorded.

Delegate Russell: On Page 6 is the caption "Representation on Government Agencies." Your committee has taken the liberty to make slight but material changes. I am going to ask Secretary Johnson to read the caption as we will recommend it.

Delegate Johnson: "Representation on Government Agencies.

"Numerous new agencies, national, state and city have been created in connection with the nation's war effort, and undoubtedly more will come into being in the future. We insist that responsible representatives of the American Federation of Labor be appointed to and used on all such government agencies, whether they be national, state, city or town in character, which agencies administer or make policies to prosecute the war and equip the nation for an early victory. We feel that the American Federation of Labor unions are entitled to such representation because of the tremendous contribution that our members are making to the war effort and to victory."

Delegate Russell: Your committee recommends concurrence in the report of your committee on the caption reading "Representation on Government Agencies." I move the adoption of the committee's report.

The motion was duly seconded.

President Morrissey: It has been regularly moved and seconded that the committee's report be adopted. Is there any discussion on the question? If not, those in favor

please manifest by saying "aye." Those opposed "no." The "ayes" have it. It is a vote and so ordered.

Delegate Russell: On Page 6, under the caption, "Employment Problems," again we have but one slight change in the thought of the committee, that at the very end we change the wording from "168 hours per week" to "engaged in war emergency efforts."

This is the amended report of the committee and I recommend the adoption of the committee's report. I move its adoption. The motion was duly seconded.

President Morrissey: It has been regularly moved and seconded that we accept the amended report of the committee. Is there anything to be said on the question? If not, those in favor will manifest by saying "aye." Those opposed "no." The "ayes" have it. It is a vote and so ordered.

Delegate Russell: On Page 7, the caption reading, "Unity in the Labor Movement" is very important at this time. Your officers have taken considerable care in developing this thought. Your committee is in total accord with the intent, the purpose and with the language. We have one recommendation and that is, to striking out the last sentence, so that the last sentence of the caption will read, "There is no need or justification for a labor movement dual to the American Federation of Labor, especially at a time when our efforts and energy must be devoted to the welfare of our nation."

I move the adoption of the committee's amended caption and recommendations. I move the adoption of the committee's report. The motion was duly seconded.

President Morrissey: It has been regularly moved and seconded that the committee's report, as amended, be adopted. Is there anything to be said on the question? If not, as many as are in favor please manifest by saying "aye." Those opposed "no." The "ayes" have it. It is a vote and so ordered.

Delegate Russell: On the same Page 7, your executive officers have drawn a worthwhile concluding statement. Your joint committee is further concerned, and in addition to this conclusion, we wish to add the following—Secretary Johnson to the rescue. We have changed the conclusion in the last paragraph to what we think will add a little more of a punch. I am going to ask Johnson to get that one over.

Delegate Johnson: The last paragraph is amended to read, "We know that the members of affiliated unions will join together in a determined, all-out effort to produce the materials and otherwise make every sacrifice required of them as patriots, to defeat and crush the ruthless barbarians, enemies of democracy and the American way of life."

Delegate Russell: That is the conclusion of the Officers' Report, as amended by your committee. I move the adoption of the amended caption.

The motion was duly seconded.

President Morrissey: It has been regularly moved and seconded that the report of the committee be adopted. Is there any discussion? If not, those in favor will manifest by saying "aye." Those opposed "no." The "ayes" have it. It is a vote and so ordered.

Delegate Russell: In the nature of a conclusion for your committee, your committee commends the officers and the Executive Council for the dispatch and thoroughness with which they have completed and compiled this Emergency Convention report.

We further recommend that the power and authority be granted to them to take action and make decisions of an emergency war nature.

We also recommend that the officers and the Executive Council establish by appointment an advisory committee of union representatives affiliated with unions engaged in key industries or active on committees that are related to war emergency and general situations covering war activities.

Your committee recommends the adoption of our concluding paragraph. I move the adoption of the committee's report.

The motion was duly seconded.

President Morrissey: It has been regularly moved and seconded that the report of the committee be adopted. Is there anything to be said on the question? If not, those in favor will please manifest by saying "aye." Those opposed "no." The "ayes" have it. It is a vote and so ordered.

Delegate Russell: Your committee now has completed its report on the officers' recommendations to your convention. We have only six resolutions. Each and all of them are quite important, and it is our intention to develop them tomorrow, permitting each delegate to have sufficient time to partake in any discussion that might arise out of them. However, it will be necessary for all members of the Resolutions Committee to report to Room 648 upon adjournment of this afternoon's session. Thank you.

Delegate Kearney (Bartenders and Hotel Employees No. 34, Boston): I'd like to ask the chairman of the Resolutions Committee if there is any resolution relative to increased living costs.

Delegate Russell: To my knowledge not one word was said about the cost of living in any resolution before your committee at this time.

Delegate Kearney: I haven't had an opportunity to read all of this pamphlet excepting the part which was voted upon by the committee. We have, in this Executive Council report, safeguarded Labor's interest, so far as unemployment is concerned, preserving our labor legislation, pledging our faith and loyalty to the government; but I find an omission of some declaration to be made upon an important problem that affects us all—that is the question of rising living costs.

Surely we must take some note of this danger to our economic lives. I would recommend, if it is not too late, that some declaration be made by the Committee on Resolutions, or that we have an amendment by the officers, taking some notice of the tremendous increase in our living costs, decreasing our income. In Boston, since last March, our living cost has increased 10 per cent. It is estimated that by next April our living cost will increase to 15 per cent; and from Washington comes the declaration that by August it will reach 20 per cent.

Now if these statements are true, surely this labor movement in Massachusetts must take some recognition of it and prepare for some remedy to prevent this tremendous assault upon our wages and our living. I recommend that to your committee.

President Morrissey: I am pleased that Delegate Kearney has made that observation. As I say that I speak with particular emphasis in so far as the local union that I have the pleasure to represent is concerned, because we are presently engaged in negotiating a contract for ourselves. We have written to the State House, but we have been unable to find anybody who would attempt to fore-

cast an observation as to the probable cost of living in the future.

Delegate Kearney's observation will be referred to the Resolutions Committee to do something about adopting a program that will coincide with his thoughts.

At this time, I am going to introduce to the delegates one of their newer Vice-Presidents, who used to be an old one but who was resurrected at the last convention. I am going to ask Bill Doyle to take over the obligation of presiding for the rest of the afternoon. Vice-President Doyle.

Vice-President Doyle: Well, it's kind of painful to get up here and tell you that you have got to listen to another speaker, but there is a gentleman on the rostrum here, who has been most patient this afternoon. I have had the pleasure of listening to him before, and I doubt that many of you have had that pleasure. Without further mention, I am going to give you Mr. Spencer W. Miller, Jr., Director of the Worker's Education Bureau of America. Mr. Miller.

SPENCER W. MILLER, JR. (Director, Workers' Education Bureau of America)

Vice-President Doyle and Men of Labor—As a devoted son of Massachusetts I should like to express to the delegates of the Massachusetts Federation of Labor my admiration for the manner in which your State Federation of Labor has taken the initiative in calling this Emergency War Convention. It shows real labor statesmanship. It should provide a pattern for other State Federations to follow.

There has been a note running through all the addresses to this convention which deserves to be underscored. It is a point worth sounding ourselves as well as the public.

You meet here in Emergency Convention as delegates to the State Federation of Labor. But you meet as Americans first and as trade unionists second. Your primary loyalty is to the United States of America! You have been saying in effect that no American worker can be a good trade unionist unless he is first of all a good American citizen. That is not only sound Americanism but it is also sound trade unionism.

It is a proud moment for your great movement of labor to meet at this hour of national crisis not only as the representatives of the working men and women of this state but as citizens of this Commonwealth to testify to your loyalty to America as she is challenged by the forces of tyranny and terrorism in the world. And it is a compelling argument to all who have eyes to see and ears to hear to have your unqualified determination as citizens and as trade unionists to do everything within your power to defeat those forces of world terrorism and tyranny.

But I have come this afternoon to speak very briefly upon three aspects of this present struggle. Pearl Harbor in Hawaii was wantonly attacked while peace negotiations were in progress by accredited envoys of Japan with our Secretary of State. We have discovered that our preparations were inadequate for such an unprovoked attack by an aggressor nation. Already we are hearing people assert that what we have done has been too little—and too late. There are some who even assert that a constitutional democracy cannot carry on war successfully against totalitarian powers. Let's get one fact clear at the outset.

A constitutional democracy is at once the most inefficient form of government for a short war and the most powerful agency for carrying on a long struggle. The reason is obvious: the just powers of a democratic state come from the people. It cannot therefore act either suddenly, aggressively or without constitutional warrant on such a vital question as war. The people must have time to express their will. And that takes time. A despotism on the other hand can act secretly and stealthily; and above all it can act without any legal warrant from the people. That explains why every democratic nation, including our own, has been unprepared for the surprise attack of the aggressor. What is most important in a war, however, is not the nation which strikes the first foul blow but the nation which remains to strike the last victorious blow.

A constitutional democracy, moreover, is spurred to action not by the propaganda of the word, but by the propaganda of the deed. Britain roused herself after Dunkirk and has displayed an inner resourcefulness and a courage in the face of attack that has won the admiration of men everywhere. China, caught unawares by Japan, proceeded not only to put up a stubborn resistance for over four and a half years but literally moved her hospitals, her universities, and many of her industries a thousand miles in from the sea coast into the interior. Russia not only put up an extraordinary resistance to mechanized attack but reorganized her lines behind the outer defenses and moved her industries beyond the Ural mountains; and in this latter day has demonstrated a capacity for taking the initiative that has also won the admiration of people everywhere.

I am merely reminding you of the way in which some of the other peoples have faced disaster in their own lands to prepare you for grim days that lie ahead for us. We shall inevitably have to face some initial defeats and disasters, because of our unpreparedness. There may arise some elements in the community who will assert that "a democracy cannot make war." We may even have demands for changes in personnel in Washington.

We have got to realize, I repeat, that a democracy moves slowly, because it reflects the organized will of the people. That is why it is of such profound importance that you who constitute so vital a part of the popular will should both understand the difficulties that lie ahead and express your determination, through this Emergency War Convention, to carry on, come what may or however long it may take.

But in recent days we have come anew to see the true nature of the forces of ruthless paganism which have been marshalled against us by the Axis. This recent disclosure leaves no room for doubt not only as to what we are up against but what it is our bounden duty to fight for. This morning there appeared in the Boston papers a cabled report from Europe of the 30-point program just issued by Alfred Rosenberg, one of the chief Nazis and the instigator of the persecution of the Jews in the Third Reich. This 30-point program reveals as no other recent statement the true intention of this Nazi revolution to uproot the very basis of our Christian faith. The new religion of National Socialist Germany is to be National Socialism; its tenets are clearly pagan. Let me read you some of the points of this new program:

"1. The National Reich Church demands the immediate turning over to its possession

all churches and chapels within the Reich's quarters to become national churches.

"2. The German people have no call to serve the National Reich Church, but that church itself is called to serve its single doctrine: Race and people.

"7. In the National Reich Church there will be no erudites nor pastors, nor chaplains, nor religious orders, only the national 'orators' of the Reich will be allowed to speak.

"11. Excluded from becoming 'orators' in the National Church are all who today or in the future attempt by any means whatsoever to perpetuate the Christian faith.

"12. Orators of the National Church will be assimilated to the category of state functionaries under whose laws they will live.

"14. The National Reich Church shall see that the importation of the Bible and other religious works shall be made impossible into the Reich territory.

"15. The National Reich Church decrees that the most important document of all time—therefore the guiding document of the German people—is the book of our Fuehrer *Mein Kampf*.

"18. The National Reich Church will remove from the altars of all churches the Bible, the Cross and religious objects.

"19. In their place will be set that which must be venerated by the German people and therefore is by God, our most saintly book, *Mein Kampf*, and to the left of this a sword.

"22. The National Reich Church does not recognize the right of baptism of a German child by water in the name of the Holy Ghost.

"23. Parents of a new born German babe will swear an oath before the altar of the church.

"29. The National Reich Church forbids the creation of any religious insignia.

"30. The day of the foundation of the National Reich Church the Christian insignia shall be removed from all churches and will be replaced by the symbol of invincible Germany—the swastika!"

God is mentioned but once, but it would serve the purposes of this pagan program better if it had been a pagan idol that the German people were compelled to recognize under this new dispensation.

This statement of anti-Christian philosophy is not merely the outline of the new order in Germany; it is actually being exemplified by the Nazis in Poland today, and in the Philippines by the Japanese. Two days ago General MacArthur said that when the Japanese were bombing the city of Manila, they selected the ancient Cathedral, the religious orders, and the Church colleges as the special object of their malice. Here then is the proof of the avowed intention of these Axis partners: to extirpate the whole Hebrew-Christian tradition which lies at the very basis of our western civilization.

When American labor has thus taken the measure of the Axis intentions, it will be well to recognize two overshadowing facts. In the first place, America has become not only the center for the production of weapons of war but the spearhead of a great, powerful anti-Axis coalition. Yesterday twenty-six United Nation's declared:

"1. Each government pledges itself to employ its full resources, military or economic, against those members of the tripartite pact and its adherents with which such government is at war.

"2. Each government pledges itself to cooperate with the governments signatory hereto and not to make a separate armistice or peace with the enemies."

Furthermore, they made provision for the future signing of this pact by other nations

which may be participants in the struggle for victory over Hitlerism. That is not only a historic decision but marks the beginning of a world-wide strategy to meet a world-wide menace.

In the second place, may I remind you men of Labor that the voice of free labor today in the world is silent as never before in history. When the United States entered into the first World War in 1917 free labor had its spokesmen not only in Great Britain, the United States, France, Norway, Sweden and Denmark, but in practically all of the countries, with the exception of the central powers. Even Italy then could speak through the voice of free labor. Today the voice of free labor, outside of the English-speaking peoples is now silent. That is not only a historic fact, but it places a burden of vast responsibility upon you. For if the voice of free labor in Europe is silent save that of British labor, if the voice of free labor elsewhere in the world is muffled save in the English-speaking countries, then upon the American labor movement devolves the burden of responsibility of speaking with the other English-speaking movements in labor in behalf of free labor everywhere. The fight of all labor has become your fight, and your voice must become their voice.

Men of Labor, this is no superficial burden which you assume this day. It is a burden of very great importance for the future of the labor movements of the world. And as you meet here upon the threshold of the New Year, as trade unionists and as citizens of a free society, there is this threefold burden of responsibility upon you: (1) to understand the inner nature of this revolutionary struggle of a pagan militarism which is now going on in the world; (2) to recognize the task of world leadership in behalf of free men which now falls upon the United States of America; and (3) to accept the burden which falls on the shoulders of the men and women of American labor to speak in behalf of free labor everywhere. This is a solemn hour for all Americans; it is as well a solemn hour for American labor.

May I just remind you of one thing in closing. The maintenance of the freedom of the seas constitutes not only the possibility of building a free world tomorrow but also the assurance that those people in the various outposts of the world will be able today and tomorrow to receive munitions of war and the necessities of life to keep going. Let me illustrate this by a story. Recently in Great Britain a representative of Labor drove up to a filling station outside of London and asked the attendant for three gallons of petrol. He stopped for a moment and said, "No, brother, give me three gallons of sailors' blood." Three gallons of sailors' blood! What a price for our goods and our foods! And yet, men of Labor, it is sailors' blood, it is soldiers' blood, it is airmen's blood which today is the price we must pay if we are to win this great fight for freedom and decency and justice in the world.

America today has a rendezvous with destiny. But it has a great future. Years ago one of the great poets of New England said of America, in not less critical days than these:

"I do not know beneath what stars
Nor on what seas shall be thy fate;
I only know it shall be high,
I only know it shall be great."

That is America's destiny today. To the preservation of that high destiny you are called this hour, not only as men of Labor, but as citizens of the United States.

President Morrissey: On behalf of the delegates, I wish to thank you for both your patience and your fine address, Mr. Miller.

There being no other business to come before the session this afternoon, the convention will now adjourn with the request that you be here for the opening of the session tomorrow morning at 10:30 a. m. Your sched-

ule is all laid out and if we are delayed in opening the convention in the morning, it means that we will be delayed in getting away from here tomorrow afternoon, and I am sure that many of you will want to get back to your work.

The convention then adjourned until Sunday morning at 10:30.



SUNDAY, JANUARY 4, 1942

MORNING SESSION

The convention was called to order Sunday morning at 10:30 o'clock by President Morrissey.

President Morrissey: Will the delegates in the rear of the hall be kind enough to find seats. The convention will now come to order.

The invocation this morning will be delivered by Reverend James H. Perkins, Assistant Pastor of the Old South Church, Boston. Reverend Perkins.

INVOCATION

(Rev. James H. Perkins)

Eternal God, Creator, Father, Friend. At all times we depend upon Thee. The crises of life but reveal more clearly that which is always the same.

Thou hast always required of men that they should do justice and love mercy and walk humbly with Thee. Forgive us that in the past we have not obeyed those requirements which we do understand. Forgive us that we have prayed for peace and have not sought that righteousness and justice which alone can bring peace. Forgive us that we have claimed for ourselves, those good things of life which have been denied others and have not tried to make them available to Thine other children. Forgive us and create a new spirit within us in these great days ahead.

We ask Thy guidance upon our leaders, all of them; that they may be given the wisdom which comes from humility and reverence; that they may have the courage which comes from a great faith.

Grant that they may walk with firmness in the right, as Thou dost give them to see the right; and that which we pray for them, we ask for ourselves.

We pray Thee, O God, that Thou wilt make us brave and humble, strong and forgiving. And, O God, keep us alike free from fear and bitterness and hate and grant us, as individuals, that we may attain to that which is Thy purpose for us and our highest destiny—the joy of being laborers together with Thee. Amen.

President Morrissey: On behalf of the delegates, I thank you Reverend Perkins. I want to say that I am sure the invocation brings to our minds, very forcefully, the fact that there is a Supernatural Power.

After listening to Spencer Miller, in his summary yesterday afternoon, I think that it is very worthy that each of us should try more fully to realize that there is such a being as a World Creator.

While I am not a preacher myself, I seriously believe that, under the guidance of the Divine Being, everything will come out all right provided we have faith.

We have with us this morning a speaker, a friend of the organized workers. For the short time that he has been in the public life of the City of Boston and as a result of having served two terms in the Legislature, he

has indicated that he has been and will be a friend of the organized workers.

Everybody must have a beginning, and as the years roll on, I am quite sure that the next speaker will continue to prove his allegiance to those of us who belong to the trade union movement. His record, while it is a brief one at the present time, will indicate that by comparison, it is as good as any in existence with respect to recognition of our people.

Many times we have differences of opinion, but I personally, can say that I have never had an occasion to doubt the sincerity with which he recognizes our problems. It gives me a great deal of pleasure, on this occasion, to present to you the Honorable Maurice J. Tobin, Mayor of the City of Boston.

HONORABLE MAURICE J. TOBIN (Mayor, City of Boston)

State President Nicholas Morrissey, Reverend Perkins, distinguished guests, State Secretary of your organization, Ken Taylor, delegates to this Emergency War Convention—There is very little that I can say to you, gentlemen, today because I appreciate that every action that could be taken by a labor organization to guarantee to our government its 100 per cent support has already been taken by your organization nationally and by yourself in convention in the course of the past several days.

I had the privilege of talking to Building Trade Council members in Mechanics Building about a week ago, and at that time resolutions were passed by that branch of your organization, pledging 100 per cent support to our government in this great struggle, and that is what I expect of the organization of which my dad was a member for almost a half a century. He was a member of No. 103, Carpenters' Union. He saw the ups and downs of the American Federation of Labor—the Building Trades Union of this city. He saw it start in its infancy, and he lived to see it today when the American Federation of Labor was more powerful than it had ever been before in the history of the organization.

But now those great advances that have been made in the last eight years, are hanging in the balance. In order to preserve them and by the example of their preservation here in the United States, make them available to men and women who toil in all other parts of the world, it is necessary that we stand, 135,000,000 Americans, united behind our government and our military leaders in this great struggle.

The delegates who are present here have sons and brothers, who within a very short period of time will be found fighting in many of the continents on the face of the globe. They are going to look to us who are left behind at home, to see to it that the lines of communication are maintained, and to see to it that the materials and the supplies that they need are available.

That starts right at the work bench here in the United States. It is up to us to see that we produce more supplies than a combination of the supplies and equipment produced in all the remainder of the world. That means that we have all got to put our shoulders to the wheel. We cannot afford to let those boys down. I know that we are not going to do it. I believe that in an official way, your organization has taken every single action that could be taken to guarantee a great and powerful production; to guarantee an uninterrupted service on the part of men and women who toil with the men and women who are affiliated with your organization.

Then you have offered the olive branch to the Congress of Industrial Organizations and I do sincerely trust and hope that in this great American crisis, the labor movement will be found united under one leadership as we in the United States as a whole, one hundred and thirty-five million of us, are going to stand behind our Commander-in-Chief, President Franklin D. Roosevelt.

In doing that, labor, the professions, industrial leaders and all standing united as one, all Americans, we are going to be that great line of offense for those who are breasting their chests to the bullets of the enemy in order, that, eventually, all that we hold dear may be preserved in the United States and by the example of its preservation, will be made available to the other countries of the world. Thank you very much.

President Morrissey: Thank you, Mayor Tobin.

I am going to take advantage of this occasion to ask that we dedicate one minute of silence to the memory of those who have gone to the Great Beyond, who heretofore have been delegates to conventions such as this; and in addition, to those Americans who have, as a result of the vicious attack in the Pacific, made the supreme sacrifice, not losing sight of the fact that a great many of them were building trades mechanics down there attempting to build fortifications suitable to prevent an invasion by the enemy.

With this thought in mind, I ask the delegates at this time, to rise and stand in silence out of the respect for the departed, for one minute.

(The delegates then rose and stood in silent meditation for one minute.)

President Morrissey: We have another speaker with us this morning, who is here to speak in connection with the policy that was adopted yesterday morning, in respect to the purchase of Defense Bonds and that portion of the program that was adopted with respect to voluntary savings.

We have, by our actions, of course, advocated compulsory bond purchases and in this connection we have an authority here this morning, who is going to speak to us in a manner that will clearly identify the real worth of these purchases and how they will come back to us as benefits.

It gives me a great deal of pleasure on this occasion to present Mr. Peter H. Odegard, Department of Political Science, Amherst College.

PETER H. ODEGARD
(Department of Political Science,
Amherst College)

Mr. President, Mr. Taylor, and delegates to this convention—First, let me say to you that I bring to you and to the ranks of organized labor that you represent, the greetings of the Secretary of the Treasury and his associates.

There has been nothing that I think has been such a great satisfaction and a source of inspiration to the Secretary of the Treasury than the all-out, whole-hearted support which the organized trade union movement in the United States has given to him and to the work which he is doing during this crisis.

Now, I have no speech, incidentally. I am talking informally from notes.

I need not, I think, attempt to instruct the delegates to this convention on the character, and meaning of Nazism and Fascism.

It is nearly 20 years since Fascism, representing at that time, you will remember, merely organized gangs of scabs and strike-breakers. I say it is nearly 20 years since those gangs took power in Italy under Mussolini. I well remember, as I am sure many of you do, how at that time and in the intervening years many of our people were praising this new movement for having liquidated Labor, many were praising it for making the trains run on time, you will remember.

I remember that even then, at that early date, trade leaders in the United States knew what it was all about. It didn't require nearly 20 years of experience and instruction for them to understand the true character of this streamliner feudalism now known as Nazi-Fascism.

I say that because under other circumstances and to another audience, I think it might be necessary to describe something of the character of the enemy we now face, for it is against that streamlined feudalism which has spread like a sort of social black-like death over Europe that we now wage war with their Far Eastern counterpart.

I suggest to you what you already know, that there is no group, no interest in democratic society that has a larger stake in victory than has the organized labor movement. It is the trade union movement which first feels the destructive hand of Fascist and Nazi dictators, and it has been true in every country where Fascism or Nazism has come to power. I speak to you this morning, therefore, not about what this menace means but about some of the means by which we can combat it.

I need not point out to you either what total war means in the modern sense. There was a time when we spoke of total war when all we meant was universal conscription, universal military training and service. Today total war means something vastly greater than that. It means that every man and woman, and, in many cases, children, must somehow be mobilized in the defense of the nation.

Victory in this war is not, as you well know, going to be won alone on the seas or in the air or on the battlefield. It is going to be won no less by those who labor in the factory, in the fields, in the mines and in the offices behind the front.

Now, while we sought peace during 20 years of this Fascist rise to power, the Fascists themselves lost no time in preparing for war. You will remember, many of you, how visitors came back from Germany and said, "Well, Hitler may be bad and all that but he has done a lot for Germany. He has solved unemployment and he has done this, that and the other."

As a matter of fact, from 1933 to 1938, during the period that the Nazis were entrenching themselves in power and preparing themselves for this war, the social gains in Germany were substantially nil.

Let me see if I can illustrate what that means, because I think we need to understand the character of our enemy. During this period from 1933 to 1938, the national

income of Germany rose from 46 billion marks to approximately 77 billion marks in 1938, yet, if you subtract from this gain, the money spent on armaments and military preparations, you find that Germany was worse off at the end than at the beginning so far as social gains were concerned. During this period, for example, the total national income of Germany amounted to 371 billion marks. If you subtract the armaments expenditures—I am taking the Nazi's own figures—if you subtract the military and armament expenditures from that, you leave 46 billion marks as the total social income in Germany in 1938, just a trifle less than the total social income in 1933.

This was not a social program. It was a program of war from the beginning. Total war in Germany meant that even before they moved into Poland, 50 per cent of the total national economy of that country was devoted to armaments and military expenditures. At the present time over 60 per cent of the national income of Germany is being devoted to war, or an average of about \$2,000,000,000 a month.

Modern war is costly and the Germans know that. They are devoting, therefore, the largest proportion of their total economic endeavor to the support of their war machine.

Now, in the United States, we have moved rather slowly. We began after Dunkirk to make appropriations. Let me just recall the progress that we made. After Dunkirk, we appropriated \$5,000,000,000. After the collapse of France, we appropriated \$15,000,000,000. After the fall of Greece and Crete, we stepped this up to \$33,000,000,000, and by December, 1941, we had stepped that up to \$78,000,000,000 of authorized expenditures. The new victory program since Pearl Harbor, will probably call for \$100,000,000,000 of expenditures, nearly half of which we shall spend in 1942.

Now, we haven't spent money as fast as we have appropriated it. As a matter of fact, expenditures began in July, 1940 at the rate of \$176,000,000 a month. These rose until just before Pearl Harbor, we were spending about a billion and a half a month, less by half a billion dollars than Germany spent.

In other terms, we began spending about 3 per cent of our national income in 1940, about 20 per cent in 1941, and by 1942, according to the recent estimates, we shall be devoting about 50 per cent of our total economic endeavor to war production.

I wonder if we realize what this means. The present program, as outlined, will consume about five times the normal amount of raw materials that we make every year. In other words, we shall consume this year five times as much in the way of raw material as we would consume in a normal year of full production.

About 50 per cent of our total national economy devoted to war means, and you must excuse me for indulging in figures—that is the way we think in the Treasury—50 per cent of our total national economy, means that upward of 25,000,000 man-years of labor, must be devoted to war production. That means, in terms of actual workers devoted to defense and war production, that we shall probably have in 1942 between 15 and 20 million workers engaged in strictly war production. Now that means, if you remember the figures, of total production and total employment, about 30 million workers, 32 or 33 million workers left for civilian production as against a normal of approximately 50 million or 48 and 50 million workers engaged in civilian production in normal times.

Take 20 million workers off the production of normal consumer goods and put them on

the production of war materials, and you leave in the neighborhood of 32 to 35 million workers left to produce the civilian goods which 48 or 50 million workers produced before.

Just one or two other illustrations: To maintain an aggressive battle line 650 miles long—that is about one-third the length of the battle line in Russia at the present time, and I like to think in these terms—it requires about 40 million tons of steel a year to maintain a battle line 650 miles long under modern war conditions. It requires over half of the total steel production in 1938 in the United States. That takes no account of the steel required to build ships, to maintain our navy and our civilian shipping and to provide for the building, and so on, necessary at home.

Put it another way: This year, 1942, over 60 million tons of steel will be needed to produce war materials, out of a total production of probably 90 million tons, leaving, as you can see, between 28 to 30 million tons at the outside to supply civilian demands, when the normal capacity of the steel industry of the United States is about eight million tons a year.

As for aluminum, copper, tin and other strategic materials, there will probably be none of it left at all for civilian needs.

Some idea of the magnitude of this can be gained when I think of the bomber program alone, which calls for 50 thousand bombers a year, and we are going to get them. That program, alone, is larger than the entire automobile industry. It is high time, in my judgment, that we began to think along the lines of the automobile workers and less along the lines of those who were so afraid of what might happen after the war that they delayed taking the measures necessary to win the war. If we had listened to the organized workers a year and a half ago, our production would have been vastly ahead and we would have been in a stronger position today than they.

If you add to this 50 thousand planes a year, 30 thousand tanks a year, 300 new naval vessels, 17 to 20 thousand tanks, heavy tanks, you get some idea of the jobs we have to do.

The pattern changes constantly. You cannot anticipate what the next year or months may bring. Just one illustration: After Dunkirk, when the battle of Britain was raging, that battle was fought with fighter planes of about 800 to 1000 horsepower that could fly about 150 miles and weighed a total of 6000 pounds. A pilot who flew one of those planes for 40 minutes, found himself out of gas. Today we have fighter planes which have a range of 1000 miles, at 400 miles an hour, and an altitude of 40,000 feet. These planes carry two tons of fuel, a half ton of armor plate, eight machine guns, four cannon and a ton of ammunition. They weigh 12,000 to 15,000 pounds and have a minimum horsepower of 2,000. What they will be by the end of 1942, I do not venture to predict.

We have made progress. We have been slow but we have moved. Over \$10,000,000,000 of defense equipment has already been delivered. It is not on order; it has been delivered.

In November of 1941, we were producing airplanes at the rate of 25,000 a year. All we need to do is double that this year. Eighteen months ago we were producing no tanks at all. Today, we are producing 1000 a month and so on, and so on.

In terms of production rates we have stepped up our industrial production, according to the Federal Reserve Board index, from

an average of 100, which is the baseline period they take for 1935—we have stepped up our industrial production to 166 in November 1941, and this will have to go to 175 or 180 or 200 in 1942.

In the case of durable goods we have increased our production of iron and steel to 191, of aircraft to 1354 as against 100; shipbuilding 632, machinery 236 and so on. It is in that order that we must move ahead.

Increased production has meant a tremendous increase in national income. There has been more money paid out as a consequence of this stepping up of our production. Our national income, which in 1938 and 1939 was around \$60,000,000,000, has been stepped up, in 1940, to about \$75,000,000,000; in 1941 to about \$90,000,000,000, and in 1942 will probably reach \$150,000,000,000.

Now this income, paradoxically, means a tremendous increase in the demand for consumer goods. For example, the gross income of farmers in 1941, was 33 per cent over 1938. Monthly manufacturing payrolls in 1941 were 90 per cent above 1938 and 1939. Even hourly wages were increased by about 17 per cent in 1941. Total income payments up to 1939 were up, after 1939, by about 35 per cent. To put it in another way, available income for purchasing had gone up in 1941 by over \$20,000,000,000 over 1939. At the same time the profits of corporations had gone steadily upward and despite new federal taxes, the Federal Reserve Board reports that 461 large corporations in the first nine months of 1941, had profits 30 per cent higher than 1940.

Now, what does this mean? Among wage earners alone, the yearly buying power of wage earners in the United States, was running about \$1,000,000,000 above 1940, an increase of about 18 per cent.

Now, if the production of consumer goods, of refrigerators and automobiles and clothes and all the rest of it, could keep pace with this tremendous increase in purchasing power, we would have today real prosperity. Unfortunately, that is not so. Between September 1939 and September 1941, the output of heavy goods needed in defense increased by 59 per cent over all but the output of consumer goods increased only 16 per cent.

While the total national expendable income available for purchasing increased about 33 to 35 per cent, the available supply of consumer goods increased by about 16 per cent. I'd like to have you reflect on those figures. The result has been an increase in the price of consumer goods, not only of consumer goods, but of the goods necessary for defense. At the beginning of 1941, the Bureau of Labor Statistics reported that the wholesale price index was up about 7 per cent over August 1939, the cost of living was up only 2 per cent in the early months of 1941. Beginning in March 1941, prices began to move upward at a breathtaking pace. The latest figures show an 18 per cent increase in wholesale prices during 1941 alone, about 26 per cent above 1938. Wholesale farm prices are up about 39 per cent over last year and about 59 per cent over 1938; raw material prices are up about 30 per cent; manufactured goods up about 17 per cent. Food prices are up almost all along the line.

This is reflected and is of interest, it seems to me, to organized workers and unorganized workers because the wages that a worker gets are not to be evaluated in terms of the number of dollars that he gets per day, per week, per month, per year, or the number of cents that he may get per hour, but in terms of what those dollars will buy; that is

to say, in terms of real wages, as distinguished from money wages.

I take the most recent figures, from the December bulletin of the American Federation of Labor, which shows that from September 1939 to June 1941, real wages rose steadily and very rapidly in the United States. As best as I remember the figures, from about 63 cents per hour to about 72 and a fraction cents per hour, measured in terms of what they might buy.

Beginning in June 1941, real wages stopped going up. Notwithstanding the increase of money wages, real wages began to show a downward trend. In other words, the price rise had gone on faster than the increase in money wages during those months.

Now, do not misunderstand me. Of the increases in wages and increases in farm prices—many of these increases were thoroughly justified, and in many instances, I think there should be more increases. Many people were living on sour-belly and beans, and, what do you call it, "beans". For the first time, they had available purchasing power; for the first time, they had an opportunity to get off relief standards. I think nothing we do should jeopardize those wages.

I'd like to comment again, and I want you to know—at least in the Treasury we know it too—that increases in wages are not in every case, and not, I suppose, in many cases, a major cause of price inflation. I know that many newspapers are likely to give the impression that every time a wage increase is granted, that necessarily means that there must be an increase in prices. That is not true, as you very well know. I need only cite to you the history of the automobile industry during which wages went up steadily or fairly steadily from 1926 on, and during which the price of automobiles progressively declined. As a matter of fact, I think in many cases, a case can be made to show that higher wages mean lower cost not higher cost, since they enable mass production and a reduction in the unit cost of production.

So I think, it is unfair as many newspapers do, to blame the increase in prices upon increased wages. I cite one or two figures with which you are undoubtedly familiar. In cotton goods, for example, in 1941, there was a 14 per cent wage increase but this added only 5½ per cent to the cost of producing these goods and yet prices advanced 40 per cent. The same is true in automobiles where a 13 per cent wage increase amounted only to 2.4 per cent increase in cost, which was more than covered by 5 per cent increase in price. Lumber, 11 per cent; a 7 per cent increase in wages added scarcely anything to cost and yet lumber prices went up 30 per cent.

It is in instances like that when we need Leon Henderson. Thank God, he is on the job.

Nevertheless, taking full account of all these facts, we are faced now with a serious danger of inflation. There is no point any longer in hush-hushing about the danger to our price structure, that is resulting from this production trend that I tried to outline. Mr. Henderson estimates, for example, that if the present increase in prices continues at the present rate, our present production plan—and these are important figures—if the present price increase continues, our present production program will cost us \$50,000,000,000 more than is now contemplated. In other words, it is not only you and I who buy sugar and beans and shoes who are going to be affected, it is the government, too, in its purchase of supplies to win the war.

Now, inflation is a subtle sort of thing. It creeps on you in the dark. It is a hidden form of taxes that is the most vicious and inequitable because it yields no revenue really to anybody except the speculators, the hoarders and those who seek to profit from the necessities of the nation. To you and me and to the government, inflation is, as I say, like a thief or a pickpocket; it steals from us and doesn't even give us the protection that Al Capone used to offer his clients in Chicago.

We need, then, desperately, to check this rising price trend. How can we do it? I can't discuss this problem in detail here and I am sure you wouldn't want me to. I can just mention some of the things that will help to check it. One thing that will help to check it, is the increased production of consumer goods. I for one, hope that along with the tremendous increase in the production of war materials, we can increase somewhat the supply of certain economic goods and the supply of foodstuffs and materials of that kind. Secondly, I am sure that within the next few months, there will be somewhat of a check upon rising prices by the so-called disemployment, resulting from the shifting over of normal industry to war production.

Last week in Detroit, there were upward of 2000 automobile workers out of work. That sort of thing over the country is going to put a check on inflation because it will lower the amount of purchasing power exerting pressure on the market.

A third method is credit control. We might entirely abolish instalment buying which was up last year. We might raise interest rates.

We might do any of these things to check the expansion of credit, for we need and need desperately, an adequate price control bill. I trust that this convention will go on record in favor of a real price control bill.

Again, we might tax. We can remove a good deal of this excess 20 or 25 odd billion dollars of excess purchasing power by taking it in taxes. We are going to take some of it. Taxes are going up. I don't think that is a state secret any longer. However, a great deal will depend upon the way in which those taxes are levied. It will do no good in my judgment to take from the lower income people, those who are living upon the very level of subsistence now, any substantial amount of money, since we want healthy, vigorous people.

Well, I could talk about taxes for a long time but I am not going to do it. The way in which I believe we, every individual, can contribute to the control of inflation is through the purchase of Defense Bonds and Stamps, and I am happy that you went on record yesterday in favor of an all-out program for the purchase of these securities.

There are just one or two things I'd like to point out about them before I am through, and then I am through. Let me point out what is not widely understood: That these defense bonds are registered securities. They are not liberty bonds. You are not going to put \$50 or \$100 into one of these bonds and lose from \$10 to \$20 on it because of the fluctuation of the market. They are registered, and they will always be worth more than you paid for them if you hold them for as much as a year. I think that is important because many people say: "Well, we got burned in the last war. We bought liberty bonds at a \$100 and when we came to turn them in, they gave us \$80, and we lost the interest and we lost that principal."

That cannot happen with these securities. Every one is registered in your name, and you cannot turn it over to a speculator. You

cannot turn it in to a department store and buy a refrigerator or an automobile. You cannot turn it in at a discount to a bank. You can only redeem it from the government of the United States, in which case you are paid what you paid for it plus the interest during the intervening time.

I want to mention a second feature of these securities because we find that it, too, is not understood. That is, that these securities are redeemable any time after the first 60 days. You can redeem them any time without notice. Now, that doesn't mean that you can take them into a department store and buy something with them. It means that you can get your money back if you need it, in an emergency, without giving any notice to the government by simply applying for your money. In some cases it may take you a day, in some cases two days to get it back, because it has to clear through the Treasury, through the Federal Reserve Bank.

Those are two features of these securities that I find misunderstood, and I want to make those features very clear to you. One other feature is that these are voluntary.

We do not propose at this stage, to compel anybody to buy Defense Bonds. We hope that the organized and unorganized workers of the United States will see that, to the extent that they put their money in these securities and take it off an impoverished market, they will not only help to maintain the present standards of living by putting a very important check on prices, but will also provide for themselves a savings account against the time when they may need that money.

I hope that in the next month, we shall see the sale of defense bonds go up from an average of about \$300,000,000 a month to an average of not less than \$600,000,000 a month.

The other day, when I left Washington, we had sold in one day \$50,000,000 worth of defense bonds. Best of all \$39,000,000 of that \$50,000,000 were in what we call, affectionately, "The People's Bonds," the series "E" Bond.

If we can continue at that rate, I have assurances from Mr. Leon Henderson that he will take care of the rest. I hope that with the support and co-operation—in fact I know it—of organized labor in the United States, we will not only do that but a hell of a lot better.

Let me then, just in conclusion, remind you again of what you already know, that to an extent unprecedented, this is Labor's war because if we lost this war and we have a Nazi-Fascist regime, the first people to feel the heel of this evil thing, is the organized workers' movement. In my judgment, the future of democracy, the future of freedom itself, rests upon the shoulders of the organized labor movement throughout the world, more perhaps than upon any other segment of our population.

If we move forward, if we can stand together, as I know this group is standing together, in God's own good time, we'll end this evil thing, and we will build a better world for ourselves and our children. Thank you.

President Morrissey: Thank you, Mr. Odegard. I might have told you in my introduction of Mr. Odegard, that he was an advisor to the Secretary of the Treasury. However, I thought that that was a trade secret and I didn't mention it but I noticed that he exposed himself during the course of his remarks. I guess it's all right for me now to confess that I knew about it but I was under the impression that he didn't want it known.

You recall that yesterday afternoon just prior to the closing, we heard Spencer Miller, who came in here and summarized the events that had occurred since about 1933, when a fellow by the name of Hitler first started aspiring to power.

You will recall that in the course of his remarks he made reference to a young man who had fled Germany, who had served in the military service of Germany and up until the time that Herr Hitler had come into power, had been a very militant soldier. On the ascension of Hitler, he immediately, in addition to 2,000 of his co-patriots over there, formed an opposition party with a full realization of what was in store for the peoples of Germany.

We have the young man on the platform with us this morning. But you will recall that Spencer Miller said something—I don't know what it was—it was over the microphone. At any rate he most certainly confided to us backstage, that this young man, as a result of confinement in concentration camps in Germany and to the barbaric treatment he received while there, is scarred with bodily scars that will never heal from sight completely.

While a convention is a most unusual place to put on a strip-tease, in the strict sense of the word, this young man will voluntarily, in order to prove his claim to the barbaric treatment that he has received, bare his body to the waist and show the wounds that were inflicted upon him. He showed the Reverend Perkins some of them on the back of the platform this morning, prior to the convention's opening, and he further informs me, and has shown me documents, that he has credentials from the Embassy in England.

He has been investigated by the Federal Bureau of Investigation. He is working with the Intelligence Department of the Army and Navy in America at the present time. He lives in New York City. He has a wife there and a baby 18 months old. He has a listed telephone for a particular purpose and receives many, many calls over the telephone with threats upon his life. He is here this morning, as a result of an invitation that was extended by Spencer Miller, through Secretary Taylor. He is a former lieutenant of the German Army. He has resided in German prisons and concentration camps for several years. Later he fought with the Chinese Army and now wants a chance to fight against Hitler as a flyer for America.

I think that his presence here today is a rare treat. I am quite satisfied, as a result of having examined his credentials, that he is a genuine leader of a real opposition to the type of leadership that exists in Germany today. I am quite sure that when you hear him, you will come to the same conclusion as have I.

Just before I present him, Secretary Taylor just whispered in my ear—"no cameras"—so we are going to ask that members of the press who are here with cameras please refrain from taking pictures. This young man's life is being threatened constantly by friends of Hitler, who are in this country.

I present to you now, Mr. Wolf Winkler.

WOLF ERNST WINKLER

(Representative, Catholic Movement of Germany)

Mr. President, distinguished guests, ladies and gentlemen—I feel honored by your kind invitation to speak both as a representative of the democratic element of the German people and as one who has sought refuge in your glorious land.

It certainly is very strange that in such a crucial moment of a most stormy period a German appears who presumes to address Americans. However, I do not speak as a German. I am speaking only as one of millions who are unified by the same ideal and the same convictions and since recently by our common fight against the philosophy of barbarism.

You all know that the fight of humanity, culture and freedom against slavery and inhumanity is not merely a fight of nationalities, of peoples against peoples. Today Free French forces are fighting Frenchmen, free Germans are fighting Nazis—it is the fight of free men against slavery. It is our fight.

Very often I have been asked, "Why shall we fight? Why can't we do business with Hitler?" They say that between us and the dictators are the wide oceans, nothing can happen to us. But, in the meantime there was the treacherous attack on Pearl Harbor. To all those well-meaning exponents of such democratic ideas, I have only this to say: Your protestations have been drowned in the blood of American soldiers, both in Pearl Harbor and the Philippines.

It is easy to say we are democrats during peaceful and prosperous times, but at the moment when our brothers and sisters on the other side of both oceans are suffering, at the moment when millions of human beings are murdered by both the Gestapo and the military, at such a moment our comfortable ideas are liable to founder under grim realities.

But you and I, workmen, fighters, lovers of liberty, women and men, in all the democratic countries of the world are forced to stick together and to prevent such a foundering.

Let me tell you how the fight against Hitler started. The world has almost forgotten that the fight against the inhuman spirit of Fascism and Nazism started inside Germany, the first victim of his aggression. We were alone in our fight. We fought desperately. We did not get any help from outside. I, myself, had the opportunity to be one of the leaders in this fight and as such I left Germany in 1934 to find some help, to interest our brothers and sisters in various European countries, but it was hopeless. They did not believe in the danger. They never believed in Hitler's intention to attack any nation in Europe. They could not and did not want to realize that all the treaties and all papers of peace signed by Hitler were nothing but pieces of paper. So I went back to Germany and our fight continued. After a short time Hitler declared all opposition illegal, but we still carried on. Before that we fought openly and now we became underground movements. With all means of terrorism and cruelty Hitler and his gang, Himmler and his police tried to stop us.

Hundreds of thousands of our fighters were sent to concentration camps, as myself. Thousands died in the torture chambers of the Gestapo and storm troopers. They could break human beings; they could kill men and women, but they could not break and could not kill the spirit of the fighting underground movement in Germany, for this movement represented and still represents the decent and God-loving majority of the German people.

September 1939 came and the peoples in Europe suddenly began to realize what Nazism and Fascism was. It was too late for many of them. Hitler broke the resistance of all the countries he intended to invade.

Today, millions upon millions of European people are facing death—and even worse—a cruel and drawn-out starvation. And all those men and women in Europe and all over the

world, all the enslaved peoples, are turning their eyes toward you American workers. Every one of you has to carry a part of the heavy burden, which has been put almost entirely on our shoulders until now.

Let me tell you what I mean. Upon every worker, without exception and irrespective of his occupation, the hope of the enslaved is focused. Everyone in the world knows that without the working class in America, no victory can be assured. Your hands and brains must work for millions of other hands and brains who now find it impossible to take part in the struggle against barbarism.

Your united effort—and yours alone—is our only salvation. Every increase in production, every new gun or plane which you build, brings us a step forward towards victory. Today the fate of human freedom depends upon American labor.

Now, let me tell you of the hideous consequences which you must face should Nazism—the arch enemy of organized labor—win. You certainly know what happened to the German workers. All their fine organizations were dissolved. The leaders were either put in concentration camps or brutally slain. All their property was seized and now there is no union of any kind, no organized labor. Everybody who wants to work today must join the party and become a member of the so-called Nazi organizations.

Since 1933, the German worker and since 1939, all the enslaved workers of Europe have had to work for Hitler without having any chance to ask for a decent living standard or even a slight increase in salary. They have but one duty: to work under the threat of physical fear, and no right to ask for anything. They are slaves. You are still able to prevent similar happenings here. Not only that, but you are able to restore freedom and life for all your European fellow workers under the Nazi yoke. Upon your shoulders, to a great extent, rests the victorious conclusion of this war. This does not only represent a burden. It is at the same time a great honor.

I was greatly surprised and pleased when I saw how after Pearl Harbor, the people of the United States of America were unified. I can tell you that the same thing happened to us in Germany at the outbreak of the Nazi brutalities and this is happening now in all enslaved European countries. For several hundred years, it was impossible to unify the European nations. There were always differences and obstacles; questions of race and nationality, of rich and poor, which prevented the understanding. But now all the peoples are suffering. All the peoples have lost their liberty and gone through the bloodiest terrorism of the gigantic monster—Schicklgruber.

I am proud of the fact that since those days we understand each other and it may be the beginning of a new era, the era of the United States of Europe, which will work in peaceful co-operation with these United States and all other freedom-devoted peoples.

I had the opportunity to meet the representatives of all the suppressed countries and we created the United Front of all the underground movements against oppression and barbarism. And now I am here, speaking to you and bringing to you the hope of all the enslaved peoples who are waiting for you to assist them in regaining their liberty and the means to enjoy, even as you do, the pursuit of happiness.

President Morrissey: Thank you, Mr. Winkler. It has occurred to me that perhaps, if it weren't for the fact that he is operating under certain wraps and by that I mean cer-

tain restraints by the constituted authorities of this country, he might have been in a position to enjoy more latitude in his descriptions of the conditions that actually exist in the country from which he fled.

However, I can assure you, after talking with him backstage that he is a very, very interesting man. While it is rather difficult for me to attempt to draw a picture, through the medium of words, of the type of injuries that have been inflicted on him, the scars would indicate that he has been subjected to some very, very severe punishment. I am quite sure that having received that type of punishment, it is rather difficult for him to have any respect for the present leadership of Germany.

The chairman of the Committee on Resolutions and Officers Reports informs me that their report is about ready. We can, therefore, anticipate for this afternoon a very busy convention. There are approximately 10 resolutions that will be acted upon, so that if, upon the reconvening of the convention we find ourselves with a quorum present, I shall ask the Credentials Committee to complete its report, and then I will ask Chairman Russell of the Resolutions Committee to continue with his committee's report. Perhaps we will have a busy session this afternoon.

I'd like to suggest that while the type of resolution that is being submitted and has been submitted, might meet with the complete approval of the delegates in attendance, that it is always a healthy condition to have some discussion. I can recall that last August, at the regular convention, that we were practically getting ready to go home before we had a real fight on the floor of the convention.

This is the place where you are supposed to have those fights—on the convention floor—where you are supposed to have that discussion. So let's see if we can live up to this convention a little bit this afternoon, with a little bit of discussion about some of the program that has come before us. You don't necessarily have to be in opposition to it, any more than you have to concur with it, but if you have an opinion, let's have an expression.

I am quite sure that out of such discussions will come a complete understanding among the delegates present.

There being no further business, the convention shall adjourn until 2 o'clock.

The convention then adjourned until 2 o'clock.

AFTERNOON SESSION

The convention was called to order Sunday afternoon at 2 o'clock by President Morrissey.

President Morrissey: The convention will please come to order. Please give your attention to Delegate Grady, chairman of the Committee on Credentials.

Delegate Grady then read the report of the Committee on Credentials.

Delegate Grady: Mr. Chairman, I move that the delegates whose names were read be seated with voice and vote, and that the report of the committee be accepted as a whole.

The motion was duly seconded.

President Morrissey: You have heard the recommendation of the committee that the delegates whose names were read be seated with voice and vote. Is there any debate?

Delegate Grady: Mr. Chairman, the total number of delegates registered was 462.

President Morrissey: Action now comes on the adoption of the report. Are you ready for the question? Those in favor manifest by saying "aye." Those opposed "no." The "ayes" have it. It is a vote and so ordered. The report is adopted.

Will you please give your attention now to Secretary Taylor.

Secretary Taylor: There seems to be a conference being held downstairs by an organization known as the Conference of Jewish Youth for National Defense. They have sent us a communication extending their greetings. It reads:

Nicholas P. Morrissey, President
Mass. State Federation of Labor.

We, the delegates assembled at the Emergency Conference of Jewish Youth for National Defense this afternoon, Sunday, January 4, 1942, at the Hotel Bradford, send you greetings and best wishes for a successful convention.

Youth is ready for any and all action to help bring about the utter annihilation of the Axis forces and preserve American democracy as well as all other truly American movements can count on us for all possible cooperation.

SOLOMON ISENSTEIN,
Chairman, Emergency
Conference of Jewish Youth for
National Defense.

President Morrissey: If there is no objection, the greetings that were just read will become part of the record. In order to extend the greetings and well wishes of the Massachusetts Federation of Labor to the Emergency Conference of Jewish Youth for National Defense, the Chair at this time will appoint Delegate Kearney of the Bartenders and Hotel Employees, to go down to the lobby where the session is now being held and extend, on behalf of the State Federation of Labor, the greetings of our organization. Will you accept that assignment, Brother Kearney? Thank you. It is so assigned.

I have an announcement to make. It deals with a very serious matter. Vice-President Harrigan of Springfield makes this request: that delegates from District 5, who are attending this convention, immediately at the conclusion of the convention meet with him and members of the organizing staff of the American Federation of Labor. Please meet him in the rear of this auditorium. They have a subject matter of importance that they wish to take up with the representatives from District 5 to this convention.

I am now going to ask Secretary Taylor to read into the record a subject matter that, right now, is of a great deal of importance to the delegates in attendance at this convention. I am going to ask those in the rear of the hall to find seats so that they can give their complete attention and so there will be no misunderstanding and no misconstruction of the subject that Secretary Taylor is going to bring before the convention. Secretary Taylor.

Secretary Taylor: There have been rumors, apparently created last night and this morning, that the Massachusetts State Federation of Labor and the CIO were to meet in joint session in this hall. This, of course, was a false rumor, and we don't know where it originated. During the course of the CIO's one-day convention upstairs in this hotel, a resolution was presented and unanimously adopted. It is entitled "Labor Unity." I am going to take the liberty of reading the resolution to the

convention and give you a background of the situation, so that there will not be—and cannot be—any misunderstanding among the delegates, among the trade unionists or among the citizenry of Massachusetts or elsewhere.

Some time ago, December 4, 1941 to be exact, a communication was sent to President Morrissey by President Salerno, of the Massachusetts CIO. That communication reads as follows:

December 4, 1941.

Mr. Nicholas P. Morrissey, President
Massachusetts State Federation of Labor
11 Beacon Street
Boston, Massachusetts

Dear Mr. Morrissey:

Last Saturday, the Massachusetts State CIO Council unanimously voted to invite the State Federation of Labor to recommend to its affiliated unions to form committees of two representatives from CIO and two from the American Federation of Labor for each major industry to avoid jurisdictional strikes and co-operate in this great emergency with President Roosevelt's program of national defense.

In the event that the Committees cannot adjust the jurisdictional differences by negotiations, that the possibilities of arbitration be explored.

Sincerely yours,

JOSEPH A. SALERNO,
President.

Those of you who are here, of course, understand what that communication means. Likewise you understand—unlike the reading public, perhaps—that such a structure is impossible because it would be an infringement upon the autonomous rights of every international union affiliated with the American Federation of Labor. As a matter of fact, it would be an infringement upon the autonomous rights of national unions affiliated with the parent CIO body.

So, President Salerno's communication was referred by President Morrissey to your Executive Council, and he was instructed and authorized to answer the communication appropriately. Here is his answer:

December 20, 1941

Mr. Joseph A. Salerno, President
Massachusetts State C.I.O. Industrial
Union Council
73 Tremont Street
Boston, Massachusetts

Dear Mr. Salerno:

This is in reply to your recent communication in which you advise that the Massachusetts State C.I.O. Council voted to invite the Massachusetts State Federation of Labor to recommend to its affiliated unions the formation of committees within major industries for the purpose of avoiding jurisdictional strikes and that where jurisdictional differences cannot be adjusted by negotiations, the possibility of arbitration be explored.

I presume that you mean that competition between your organization and ours for membership within the major industries should be avoided if possible. If so, it would seem to me that such an arrangement with your organization would be in conflict with the purposes of international unions affiliated with the American Federation of Labor. This organization has no authority to determine which major industries in which organizers for international unions shall not seek membership.

Probably a more desirable and permanent method of eliminating such competition be-

tween the C.I.O. and the American Federation of Labor would be to have your organization urge President Murray and John L. Lewis to continue negotiations with the American Federation of Labor for the elimination of any differences that may exist between these two organizations as suggested by the American Federation of Labor in its recent declaration to the end that organized wage earners would be members of one organization, thus eliminate the duplication of effort in organizing the unorganized.

Very truly yours,

NICHOLAS P. MORRISSEY,
President.

Evidently, President Morrissey's reply and suggestion has not been turned over to the convention of the CIO for consideration, because a resolution unanimously adopted today by the CIO convention suggests substantially the same as President Salerno suggested in his letter. The resolution reads as follows:

LABOR UNITY

Whereas, Unity of all labor is essential to the all-out effort necessary to the defeat of the Axis powers and the safeguarding of our country, and

Whereas, The Massachusetts C.I.O. has on several occasions proposed to the Massachusetts American Federation of Labor various unity steps including the setting up of a joint A.F.L.-C.I.O. committee to eliminate jurisdictional disputes, and

Whereas, The A.F.L. yesterday in its convention adopted a resolution favoring unity action and heard a speech by Matthew Woll endorsing the joint committee idea; therefore be it

Resolved, That this convention approve immediate action to achieve the elimination of disputes and the co-operation of both great labor bodies; and be it further

Resolved, That we at once designate the C.I.O. committee to act with the A.F.L. committee; and be it further

Resolved, That this resolution together with the names of our committee be transmitted at once to the A.F.L. convention so that we may go ahead together to achieve victory for our country.

That is the resolution which was adopted at the CIO convention this morning. In the opinion of your officers, it has been answered by the recent communication which was sent to President Salerno by President Morrissey of this organization.

In passing, may I make this observation: I repeat that even the CIO, technically, has no authority to make such an offer. How can a state convention of the CIO adopt a policy that would infringe on the rights of national unions that go to make up the CIO? By the same token, how could the Massachusetts State Federation of Labor, in convention, adopt a policy by which we would agree not to organize the unorganized people of Massachusetts? How could we agree to a policy by which we would refuse admittance to those who will one day not want to continue their membership in the CIO?

Therefore, your officers fail to see a purpose—fail to understand the intent of this resolution, particularly when the officers of both organizations really know what I have endeavored to outline here today.

It would seem to me that the CIO had the answer to their resolution before they wrote and adopted the resolution this morning.

We bring this information to you so that you will know what the officers of your organ-

ization have done with respect to this ambiguous resolution which has been adopted by the CIO.

Mr. President, I move that President Morrissey appoint a delegation from this convention to call on President Salerno of the CIO and advise him of the position of the Massachusetts State Federation of Labor with respect to the resolution adopted by the CIO today, which advice is contained in President Morrissey's communication of December 20, 1941.

The motion was duly seconded.

President Morrissey: It has been regularly moved and seconded that I be instructed to appoint a committee to visit with Mr. Salerno, the State President of the CIO Council and make the position of the State Federation of Labor clear, with respect to the resolution that was adopted at their convention this morning. Is there anything to be said on this question?

Delegate Batty (Loomfixers No. 2, New Bedford): Mr. Chairman, in view of the absence in the resolution adopted by the CIO, of any reference to our President's communication to the president of the Massachusetts Branch of the CIO, would it not be proper to appear before the CIO convention and advise the delegates of what has transpired between this organization and President Salerno of the CIO? Apparently they took action without knowing.

President Morrissey: Well, I might make this observation: that the committee will go there and be prepared, of course, to address the convention if they are given the opportunity to do so. In other words, I cannot relegate to them the authority to go in and demand that they speak to the convention. However, if they are accorded the opportunity to speak to the convention rather than to Mr. Salerno, I think that would be a more satisfactory conclusion to the entire subject than would be a message from the committee.

Delegate Batty: My thought was that, apparently, the convention upstairs was acting somewhat in the dark, and it may be that our position may not be stated in just the way we would prefer to have it stated if we were permitted to state it ourselves to the delegates assembled.

President Morrissey: That is exactly the conclusion that Secretary Taylor and myself have arrived at. So that there shall be no misunderstanding, we, too, feel that the sentiments you express, describe thoroughly the condition that prevails upstairs. Is there anything further to be said on this question?

Delegate Leonard (Street Carmen No. 261, Lawrence): I think that we shall be making a mistake at this time if we go and set up appeasement with the CIO. I think that they are trying to come out in front as leaders of appeasement and that the American Federation of Labor has thrown them down. They might use it as a publicity stunt throughout the State of Massachusetts or everywhere, saying that they are willing to go along with the Massachusetts State Federation of Labor but that we are throwing them out the window.

Now, I think there is a lot of thunder behind that little bit of printing that they have got there.

At the convention, or at the Defense Program we had with them in Harvard, everything was CIO. They denounced the American Federation of Labor in everything they had anything to do with. So, whoever you

appoint would have to be a Secretary Hull to make sure that we are not going to get the wrong end of the stick.

The people of Massachusetts are going to say that the CIO is willing to bury the hatchet, and we are willing to carry on the fight. I think that is something that is serious. It may sound, or might only feel, or look as though it were something nice and gentle, but it is liable to blow up and cause a lot of unnecessary publicity.

President Morrissey: I might make this observation: If you will recall the remarks that were made by Secretary Taylor when he described the communications and resolution, he said that we here fully appreciate and understand the intent of the resolution. He only felt sorry that the reading public of Massachusetts will not understand it. He definitely said that he knows that the membership that goes to make up the attendance of the CIO convention will understand, the same as the attendance that makes up this convention will understand.

Therefore, that leaves us in no position other than to make sure, as Brother Battv pointed out, that the information that we now feel is not in the possession of the people in attendance at that convention, becomes their property just as soon as we can put it into their possession.

Delegate Doyle (Electrical Workers No. 103, Boston): What method was used to bring that communication to our attention? Was a committee sent here or was it sent by a messenger?

President Morrissey: A committee visited with us at the conclusion of this morning's session, both Taylor and myself on the platform. They told us there was a committee of six that had been designated by their convention to wait upon a committee designated by this convention—a committee of a similar number. At that time they didn't have the resolution, and they were very vague about the contents of the resolution, so we asked that they furnish us with a copy of the resolution in Room 607. During our recess we were furnished with that copy.

The committee would stand instructed, as a result of the motion that was made by Secretary Taylor, to expedite the subject before it. The subject before it is conveying the position and substantiating the position that was taken through the medium of the communication that was sent by order of the Executive Council in answer to President Salerno some time in December.

Delegate Doyle: I rise now to make an amendment: That the communication be answered by letter at once.

The amendment was duly seconded.

Delegate Doyle: My reason for doing that is that I concur in what a speaker on my right said some time ago, that this is a publicity stunt, and your committee that may go up may be put in a very embarrassing position in front of the press. I hope that the amendment that I make now will prevail and that a letter will be sent at once, explaining our position.

President Morrissey: We now have an amendment to the motion that calls for the sentiments with respect to the disposition of the request made of the Massachusetts Federation of Labor by the CIO to be in the form of a communication.

Delegate Stefani (Cooks and Pastry Cooks No. 186, Boston): Mr. Chairman, in reference to the communication sent in by the State

Council of the CIO, it is absolutely misleading. It is the same stunt that they pulled when they withdrew from the American Federation of Labor. They are trying to tell us that they want these jurisdictional disputes and squabbles finished, for the simple reason that they don't want us to go into their territory.

I say that it is absolutely misleading—misleading the American public, and I heartily agree with the amendment that was just made, to send them a communication to say that we are absolutely powerless to come together on such terms; that they have the means of getting together with President Green and Lewis and Murray.

We have no power whatsoever to take part in this publicity stunt, which is nothing other than a publicity stunt to put us on the spot. Let's wake up and be smart.

Delegate Smith (Federal Labor Union No. 21914, Watertown): I just want to say here that in our resolution we start out by saying that we believe there is no good reason for disunity in the trade union movement in America. During the course of the war against the Axis powers, we firmly believe that Labor should be united. Are we sincere when we say that? I know we are. I know we are very sincere. We have been listening to speakers who tell us that we are facing one of the greatest dangers since 1776 and the Civil War. We are in mortal danger of losing our rights.

One of the speakers pointed out—I believe it was Mr. Citrine of the English labor movement who said, "Let's not talk about the past so long that maybe there will be no future for us."

I know that there are many, many problems and disputes that two organizations like these have to get together about. But, for Heaven's sake, let's not lose this opportunity of trying once again. If we are sincere, I think that this amendment should be defeated: that we should send a committee there and get one step further towards talking things over, trying to iron out disputes. If we can't work out one suggestion, we'll try another suggestion, but let's remember that we are sincere. We want to have labor unity, so let's not suspect the other side.

I don't know, but personally I don't think that it is a publicity stunt. I think that they are sincere also. They have their organization and we have ours. We don't want either side to lose. Both are going to have to concede a few things. Let's not go ahead and suspect them of trying to stick us. Let's get together.

President Morrissey: If the young lady was very attentive when the communication was being read and when the resolution was being read, she would have understood that there isn't anything that two local, individual unions or two local central bodies or state federations can do about a national problem. The previous speaker, without leveling criticism, hasn't clearly understood the issue. If she had, she wouldn't have attempted to make a state issue out of a national issue.

Once again I say that I, as a state president of the Federation of Labor in Massachusetts, haven't any more right to agree to sit down with a representative of an opposing organization who is in competition with me for membership and talk about a policy for the elimination of what they call "jurisdictional disputes", which cannot exist between two competing organizations. What they really mean is encroachment upon the right to organize—encroachment by either side.

I am telling you, just as sure as I am a member of the Teamsters Local Union, that if I were foolish enough to sit down and do something that was going to give away some of the jurisdiction belonging to my international union, I'd be looking for a job tomorrow morning, as would any delegate at this convention, any delegate that represents a national union.

Delegate Douglas (Boot and Shoe Workers, No. 1-0, Haverhill): Mr. Chairman, I believe that the amendment which was offered by my brother on the right is wise, because I know that the resolution that was passed by the convention this morning was nothing more than a publicity stunt. At the present time, the CIO is raiding our shoe factories in Haverhill, with an attempt to win an election so that they can go in there.

The man who signed that resolution on the letter to President Morrissey was up there only a few weeks ago and raised a racial question—something which is un-American, something which the Japs did in Pearl Harbor and which I would classify as the same.

If this convention is going to do anything, send them a letter. I wouldn't recognize them in any way, shape or form.

President Morrissey: The Chair recognizes Secretary Taylor.

Secretary Taylor: Just to make the matter clear, yesterday you adopted a policy; you called on the CIO state organization to petition their parent body to have that national body continue negotiations with the American Federation of Labor Committee which is still standing—the negotiations which were broken off by John L. Lewis, who was then president. They have not taken such constructive, progressive action.

We are still waiting for the upstairs convention to give this suggestion some consideration and take some action on just that. Everyone knows that peace can come in the labor movement, if the two warring factions can be seated in one room, and everyone also knows that the American Federation of Labor standing committee is waiting, and has been for a long time, to get into the same room with a committee from the CIO.

It would seem to me that the burden and responsibility for whatever they want us to get together on now, is theirs. In Morrissey's letter, he suggests the same thing, and it is not impractical.

It is our honest, sincere way of bringing peace in the American labor movement. It has to be done in Washington and not in Boston. They know it, so why don't they take some constructive action upstairs now?

As far as doing our share and making our constructive contribution to the war effort is concerned, it was brought out rather clearly yesterday by Congressman McCormack, that the American Federation of Labor has always led the way and has adequately represented the working people of America in legislative matters or in any crisis.

In this state, your State Federation of Labor has adopted a very liberal, patriotic attitude. Very recently, Governor Saltonstall, through Commissioner Moriarty of the Department of Labor and Industries, appointed a sort of over-all committee with not just advisory authority; a committee, not to be a window dressing, but a committee to assist the Governor during the course of the present emergency. We have, or rather your Executive Council has, appointed your President and myself. The CIO appointed two members, and the four of us sit with four industrialists and the Commissioner of Labor and Industries,

to meet any emergency that may arise in Massachusetts, regardless of what it may be.

Now, that, as far as we are concerned, is necessary. It is important, because we want to co-operate with the Governor of this Commonwealth and the President of these United States. However, as we co-operate, we don't want to waste everybody's time. We want to do things, if things have to be done, to win this war. We just don't want to read and adopt and talk about a lot of resolutions that are known by the authors to be nothing but window dressings.

That is our position. It is not the position that we do not want to co-operate, because we do, in the interest of winning this war, but we are sending back to them—in whatever form you see fit—the suggestion that they do what we said to do yesterday—that is, to get in touch with their parent body and insist that they get together with the American Federation of Labor and settle their differences.

Delegate Hogan (Carpenters No. 2296, Springfield): Mr. Chairman, has it come to the point where we are afraid that our president and whatever committee that he appoints to explain the situation of this organization on any such proposal as that—that they are going to be embarrassed by going up and either meeting the President of the CIO Council or be given an opportunity to explain to the CIO convention our position and what has gone on before in regard to the identical situation contained in the communications that were sent to President Morrissey?

I can't see and I can't visualize where President Morrissey or any committee from this organization is going to fall down on the job or embarrass this organization. If it is a publicity stunt on the part of an individual of that organization, and the convention doesn't know about it, then I think that a delegation from this body can do the job as it should be done. That kind of a job can't be done in a letter.

I hope the amendment doesn't prevail. I think the committee can do a better job, and show them that we are in a co-operative spirit if they are willing to go along as they should.

Delegate Hurwitz (Laundry Drivers No. 168, Boston): Mr. President and delegates—I want to commend President Morrissey and his Executive Board for the splendid answer that they gave the CIO. As it has been explained, we are not in a position to do anything. They started it and we are going to finish it.

I think that the information received from the CIO of Massachusetts and the answer given by the President of the Massachusetts State Federation of Labor, including the Executive Board, should be sent to President Green of the American Federation of Labor.

The Secretary has a request that he wishes to make of the convention, and I feel obligated to allow him to make the request at this time. It is not made with the intention of shutting off the debate. Secretary Taylor.

Secretary Taylor: I wouldn't want it to appear that we were dodging or ducking or trying to take undue advantage or trying to capture the press; but I am inclined to think that the honest, upright thing to do is to have somebody from this organization go up there and ask the delegates to do what this State Federation has asked them to do, and, if he saw fit to do so, I would wish very much that President Morrissey appoint me.

Delegate Kearney (Bartenders and Hotel Employees No. 34, Boston): Mr. President and Delegates—I am very glad to hear Brother

Taylor's offer. It is the proper solution. I confess that I had in mind a similar thought.

In the first place, I am not going to impugn the motives of that convention upstairs. That is no way for peace. In the second place, I am not going to put the stigma of playing politics upon the leaders of the CIO. That would be a reflection upon the entire membership. In the third place, I think this American Federation of Labor is big enough to handle this question intelligently, without passion or prejudice or jurisdictional disputes or any of the other evils that emanate from industrial conflict.

We are here for a single purpose, a purpose of unity, to defend our country and support our President. The injection of anything else, in my opinion, would be an interference with our principles and our motives.

We can play politics, too, perhaps. We are, I think, a little older in the game of playing politics than our young invading brothers of the CIO. However, this is not the time for politics. Neither is it any time to be put upon the spot by the propagandist machinery of the CIO, that works night and day, while the American Federation of Labor is asleep.

Your officers, when they wrote this report, had in mind the proper place for peace. They know where to go for peace. They have been to that place, and they closed the door and caused a boycott, and went on strike. That committee of the American Federation of Labor is still there in Washington, waiting for their return.

This convention is absolutely right, since it has already made its declaration, to say to the folks upstairs, "Will you concur with us? Will you say what we say? If you do, that will be the avenue for a conference and a committee." Will they do that? If they don't do it, then they are insincere; they are playing the game of politics; they are exhibiting insincerity; they are not true to the principles as we understand them in this great labor movement.

We will not insert in our record, I hope, the impugning of motives of people whom we want to associate with in the future. You can't have that kind of peace. You can't have peace like that, as the Irishman said, "We'll have peace if we must fight for it."

We hope that these people will some day be our brothers again. We hope, too, that peace will prevail, and they will come back to the fold. We shall have to apologize for the unkind things we have said in our haste and impetuosity and sometimes in our prejudices—although, however, we do have in our hearts some hatred for their unfair labor tactics in invading our jurisdictions and attempting to take from us workers already enrolled in a legitimate labor movement. These are thoughts to come later, in the ironing out process from which peace will result.

I am in accord with Secretary Taylor, that he go upstairs, not in a spirit of vindictiveness, but in a spirit of welcome, to ask that convention to do what we did and send their message to Washington, to Murray and to Lewis—that he should say to them that we believe in unity and "if you say the same thing, there is the commencing of the formation of the re-brotherhood of our labor movement in Massachusetts."

Delegate Leonard: All I want to say is that I think I made the remark that a man like Secretary Hull would have to handle the question. I think Kenneth Taylor, our Secretary, is a "Secretary Hull" of the movement and it couldn't be placed in any better hands to take the question to the CIO.

President Morrissey: Now the question has been called, so action comes on the amendment. The amendment, as I recall it, is that a communication be sent to the president of the State CIO, calling to his attention the communication that was sent at the request of the Executive Council under a recent date. It was read by Secretary Taylor.

Are you ready for the question? As many as are in favor will manifest by saying "aye." Those opposed to the amendment "no." The "nos" have it. The amendment is lost. It is a vote and so ordered.

Action now comes on the adoption of the motion. The motion is that a committee be appointed by the President to go to the convention of the CIO, for the purpose of conveying . . .

Delegate Kelley (Elevator Constructors No. 4, Boston): Mr. Chairman, I rise to a point of order. If I understand rightly, I think a lot of men voted down the amendment, thinking that Secretary Taylor was going to be the messenger personally. I may be wrong.

President Morrissey: I think the proper way to handle this situation would be to see whether or not the original motion is going to prevail. That will then leave it a prerogative of the Chair, if it carries, to designate the representatives that will go there.

Now, while there is a friendly relationship that exists between the two forces in this state at this time, I don't feel as though we should send any one delegate to visit with them while in convention. I think you can see the sense of my remarks.

Action now comes on the adoption of the motion. As many as are in favor of the adoption of the motion will manifest by saying "aye." Those opposed "no." The "ayes" have it. It is a vote and so ordered.

The Chair will designate as the committee: Secretary Taylor, and Delegates Doyle, Leonard and Harrigan. They will meet with Secretary Taylor immediately, on the rear of the platform and organize themselves into a committee.

I have an announcement to make now. It is a letter dated January 4, 1942, on the stationery of the Massachusetts State Conference, Brotherhood of Painters, Decorators and Paperhangers of America, from the office of James McKinnon.

January 4, 1942

Mr. Kenneth I. Taylor
Secretary-Treasurer
Massachusetts State Federation of Labor
11 Beacon Street
Boston, Massachusetts

Dear Sir and Brother:

Will you kindly make the following announcement for the benefit of the painter delegates attending this convention?

Clarence E. Swick died today in Lafayette, Indiana. Funeral services will be held at St. John's Episcopal Church, Lafayette, Indiana, on Wednesday, January 7 at 2 p. m.

Fraternally yours,

JAMES MCKINNON

Secretary-Treasurer
Massachusetts State Conference
Brotherhood of Painters, Decorators
and Paperhangers of America

Delegate Christensen (Painters No. 11, Boston): Mr. Chairman, Clarence Swick was one of the greatest workers in our trade and in our organization throughout the country. I feel sorry to have this broken to the delegates

represented here, from the Brotherhood of Painters, Decorators and Paperhangers. Therefore, I ask a moment of silence for the late brother.

President Morrissey: It has been regularly moved and seconded that we observe one minute of silence out of respect for the late secretary-treasurer of the Painters' International Union. As many in favor of the motion will manifest by saying "aye." Those opposed "no." The "ayes" have it. It is a vote and so ordered.

(The delegates then stood in silent meditation for one minute.)

President Morrissey: At this juncture of the convention, we have a speaker—Col. William G. Knight, Representative of the 1st Corps Area. He is here to outline the functions of the Civilian Defense authorities and to explain their needs.

I take pleasure in introducing Col. Knight.

COL. WILLIAM G. KNIGHT (Commander Representative, 1st Corps Area)

Mr. President, ladies and gentlemen—You are pretty busy here today, and I am not going to take a great deal of your time.

I received a request from your very efficient Secretary to come up here myself or send one of our officers connected with the headquarters. Unfortunately, I had to come myself, because the government ordered all of the officers to school, and they had to leave this morning. Therefore, your hard luck is that you have to listen to a very poor speaker. I am going to get to the point and then get out as quickly as I can.

In the first place, I want to tell you that I am glad to speak to you, because for 27 years I was a member of the Local Brotherhood of Firemen and Engineers. As I sit here and hear these familiar arguments, it takes me back to the old days when I was a delegate myself.

At the present time, gentlemen, I am in another business. I am trying to build up Civilian Defense.

For four years before coming in here on this job, I commanded the 386th infantry as its colonel. However, I became 55 years old, and the government said I was too old to command an outfit. I don't feel that old. I think I could command an outfit just as well now as I could last year, but I am still 55, and the government said, "No. You are too old." So my job now is to organize the Department of Protection of Civilian Defense. I have been on that job since July, and have received very fine co-operation from your President and your Secretary, Mr. Taylor.

Our job, of course, is to "Keep 'em Flying" and to "Keep 'em Rolling," and if they fly over us and drop some bombs down on us, to minimize the effect of those bombs on you people.

You gentlemen who are connected with industry will be interviewed in the next few months, every once in a while, by some representative of our office. We have, as provided by the Washington headquarters, an organization for industrial protection. That industrial protection is for the purpose of protecting the people that work in the plants, as well as the plant itself.

We are going to ask your co-operation. In fact, we have discussed this matter before, with your President and Secretary, and we have also discussed it with the CIO.

We are going to need your help. In some of the large plants already the labor organiza-

tions have asked us when we are going to start. I am here to tell you, ladies and gentlemen, that we are going to start pretty soon.

The first thing we had to do was educate the army officers that were assigned to us, as to how to organize the large industrial plants. Briefly, we are simply going to ask the labor organizations that are in these plants and the management, to sit together with us and work out a common plan of organization. When that is perfected, we shall have a scheme of protection for employees and plants that will be second to none.

Now, ladies and gentlemen, I am just going to close and ask you if you will also stand one minute with me, in testimony to those people represented back here, and at the same time, keep in your mind the brave marines who held them off at Wake Island.

Boy! I would have liked to command a battalion like that!

Therefore, will you stand in testimony of the brave people that "took it" at Pearl Harbor and "did the job" at Wake Island and just completed their delaying action at Manila. Thank you.

(The delegates then stood in silent meditation for one minute.)

President Morrissey: I am very happy to report that we have Delegate Johnson, who is going to report to the convention the resolutions that have been before the Resolutions Committee.

He informs me that he has nine or ten resolutions. Let's see if we can't have some good lively debate. Delegate Johnson.

Delegate Johnson (Asbestos Workers No. 6, Boston): Appropriately enough, Resolution No. 1 is "Civilian Defense." Following the address, it is quite timely.

RESOLUTION No. 1 CIVILIAN DEFENSE

Whereas, The implications surrounding the declaration of war by the Congress of the United States are that all citizens of our country should pledge allegiance to our nation and our President and those of us that will not be called upon for services in the armed forces of our country should expend every effort in preparing and assisting in every conceivable manner for the situations that may arise at home caused by the state of war, and

Whereas, The Commonwealth of Massachusetts has organized a Public Safety Committee and various towns and municipalities of Massachusetts have organized subordinate Civilian Defense Committees, many public-spirited citizens have volunteered their services for civilian defense with the realization that a grave crisis confronts us and that every possible means shall be resorted to, to make our civilian defense plans effective, and

Whereas, Labor's responsibility in this emergency is great, it is our duty as American citizens to respond to the call for volunteers. We as trades workers, have the skill and ability which will be valuable in a civilian defense program. The activities in which we as workers are most adapted to the divisions established in each community, the divisions set up and organized to supervise the services for defense of persons and property, these committees include air raid precaution services, fire services, police services, air raid wardens, war protection and decontamination, rescue parties, first aid parties, air raid shelter protection and demolition of buildings; therefore, be it

Resolved, That we endorse and commend the foresighted actions of the Governor and Mayors of the various municipalities and we urge individual members of our local unions to volunteer for services with the Civilian Defense Committees and that they enroll in their respective communities with the Civilian Defense Committees and accept assignments to the tasks to which they are particularly fitted.

(Submitted by the Joint Committee on Officers' Report and Resolutions.)

Delegate Johnson: Your committee concurs in the resolution and recommends its adoption. I move the adoption of the committee's report.

Delegate Russell seconded the motion.

President Morrissey: It has been regularly moved and seconded that the report of the committee be adopted. Is there any debate on this question?

Delegate Reilly (Carpenters No. 40, Boston): On the adoption of this resolution, I wonder if you are all sincere if you adopt it. You know, it's all right to adopt a set of resolutions, make fine resolves, and then to go and forget all about it wouldn't be so fine. I don't want to say this in any spirit of personal egotism, but I happened to go into one of these things. It happened to be the volunteer police.

I'm telling you that it's something more than just a resolution. You have got to get double soles on your shoes. You have got to get familiar with the technique of ringing alarms, making arrests in the case where somebody may be attempting to destroy private property.

There is something more to it than just adopting a resolution, and I'd like to know if the delegates are really sincere in adopting this.

Delegate Stefani (Cooks and Pastry Cooks No. 186, Boston): I'd like to say, at this time, that I feel that the American people, especially organized labor, are not, as yet, in a position to understand the seriousness of the war situation that we are in. We are in a war now. The majority of you know what stand I took in the past. Now we are at war, and it is a total war.

It becomes the duty of every citizen, regardless of whether he thinks he has a lot to do or a little to do, to prepare himself to defend us against the common enemy. Now is the time to get acquainted with and do all we possibly can to safeguard the lives of our wives, of our sweethearts, and of our children.

I feel that this resolution is a good resolution. I feel that we should take it seriously and not like a majority of the things we do. Let's not pass this resolution and then forget all about it.

We have already had an example of it at Pearl Harbor, because we were not prepared to the extent that we should have been prepared at any time, had we known that the Japanese would attack us. Now they have attacked us, and we are in war. It becomes the duty, first of organized labor, to do their part in protecting the Commonwealth and the United States of America. We cannot do enough, and we cannot take it seriously enough until we go into action and learn all we possibly can and say, conscientiously, that if we lost some lives, it wasn't through the neglect of not taking into consideration the responsible burdens that the United States has placed upon our shoulders today.

Therefore, I urge you honestly to get into anything you can to protect the lives of

America and tear down the tyranny of Fascism that is facing the world today.

Delegate Russell: Delegates to the convention—the question of sincerity on the part of the delegates has been raised here today.

Let me say that your committee, in reporting, feels that we are sensing your views in this particular matter. Each and every resolution that has been presented to you, has been thought over and is now presented to you as the war effort of Massachusetts Labor.

That there may be no question as to who we were, the secretary of the committee has a boy at Pearl Harbor. Your chairman has a boy in the United States army, parts unknown.

We are sincere. We mean it.

President Morrissey: Is there anything further to be said on this question. If not, as many as are in favor of the adoption of the committee's report, please manifest in the usual manner. Those opposed? The "ayes" have it. It is a vote and so ordered. The resolution is adopted.

Now, before we go on with the parade of resolutions, I am going to ask something of the convention. A great many times the people who attend conventions do not know the official family of the State Federation. For that reason, I am going to ask the Vice-Presidents present to come up on the platform and each one in their turn to take over the duty of presiding for the balance of the convention.

I think it is only proper that they should assume the duties of their office so that you might better know them and their qualifications and capacities for holding offices and those positions to which you have elected them.

Therefore, I request that all the Vice-Presidents in the hall come to the rostrum for the purpose of conducting this convention at intervals from now until its conclusion.

RESOLUTION No. 2

PUBLIC UTILITIES

Whereas, The question of light, heat and power constitutes a problem of magnitude in a time of war, and

Whereas, The State Federation of Labor through its membership generates, transmits, uses and consumes such light, heat and power, and

Whereas, No existing agency has adequately covered or developed a safe community program for continuous, adequate and effective distribution of these vital necessities, and

Whereas, The State Federation through its committee on Public Utilities now possesses the needed information to develop a workable program to meet this situation, and

Whereas, The following factors should be considered: (1) adequate supply of electric energy; (2) adequate fuel, coal, oil and wood; (3) gas for light, heat and power; (4) power plants; (5) plans for inter-exchange of power; (6) sale to utilities, excess power; (7) mobile power plants; (8) reconditioning power plants now idle, and (9) labor representatives on all state and local public utilities committees; therefore, be it

Resolved, That the convention instruct its Public Utilities Committee to immediately survey this problem and report no later than January 15, 1942, to the Executive Officers. Such report to include recommendation for state-wide and local activities, the Executive Council to have authority to approve or veto such recommendations.

(Submitted by Delegates Harry A. Russell, Engineers No. 849, Boston, and John J. Regan, Electrical Workers No. 7, Springfield.)

Delegate Russell: The committee recommends concurrence. I move the adoption of the committee's report.

Delegate Johnson seconded the motion.

President Morrissey: Is there anything to be said on this question? Hearing none, as many as are in favor of the adoption of the committee's report, please manifest by saying "aye." Those opposed "no." The "ayes" have it. It is a vote and so ordered.

At this juncture of the convention, I am going to introduce Vice-President Hull of the Fifth District, who will handle the next three resolutions. I am still prevailing upon the Vice-Presidents who are in the hall to come to the rostrum, so that they may in turn take the responsibility of conducting some part of this convention. When I made the original announcement, there were two or three of them in the hall. There is no obvious reason why they can't come up here. I am not finding fault.

It might well be remembered, of course, that Vice-Presidents Doyle and Harrigan are a part of the committee that went upstairs with Secretary Taylor.

Vice-President Hull: The Chair recognizes Chairman Russell of the Resolutions Committee.

Delegate Russell: We now have Resolution No. 3. I am going to ask Secretary Johnson to read the resolution.

Delegate Johnson read the resolution as follows:

RESOLUTION No. 3

PRIVILEGES OF BUSINESS AGENTS ON WAR CONSTRUCTION JOBS

Whereas, Considerable difficulty is experienced by building trades agents in contacting their membership on operations, military and naval, in Greater Boston, and

Whereas, It is in the interest of all that such restrictions be removed; therefore, be it

Resolved, That the building trades of Metropolitan Boston be asked to get the situation cleared to the extent that any bona fide business agent shall have the right on legitimate union business at any convenient business time to interview his members.

(Submitted by Delegate Neil MacKenzie, Stone Masons and Marble Masons No. 9, Boston.)

Delegate Russell: Your committee recommends the subject matter in this resolution be referred to the Building and Construction Trades Council of the Metropolitan District and the Massachusetts State Building Trades and Construction Council.

Mr. Chairman, I move the adoption of the committee's recommendation.

Delegate Johnson seconded the motion.

Delegate Carroll (Cement Finishers No. 534, Boston): Mr. Chairman—As a delegate in the same position during the World War that I am in today, I have a special knowledge and experience of all the conditions that we went through during the last war.

I am in complete sympathy with the resolution. However, before I discuss the merits of it further, I should like to amend the committee's report by asking for the President or Secretary of this organization to join with the others mentioned and adopt its contents. I offer that amendment.

I wish to continue my discussion on the merits of it. . . .

Delegate Douglas (Boot and Shoe Workers No. 703, Haverhill): I rise to a point of order, Mr. Chairman. The committee has made a report. It has either got to be referred back to the committee or be rejected by this convention.

Vice-President Hull: The Chair rules that this can be amended on the floor.

Delegate Carroll: Thank you, Mr. Chairman. May I proceed?

I don't know whether the officers of the various organizations realize the position that the armed forces of the United States have given to the business representatives of the various organizations. I wonder if the various members of the organizations realize that the business representatives of the building trades, of whom I happen to have a particular knowledge, are not accorded the same measure of liberal access or the same measure of consideration, in entering the army or the navy camps, as the common laborer who digs a ditch or the salesman who has to sell a piece of lumber, or the man who has to sell a piece of cement.

Any of those gentlemen can go to the army or navy camps, present a proper credential, identify himself, and a way is found to give him a pass to enter these services.

What do we find in the labor organizations? The business agent of the labor organization appears at the gate, and he is given an escort, and the escort stays with him until he comes out of the same door as he went in.

Now I haven't any objection to having an escort, if an escort is the policy of the establishment, if it is an escort for everybody, but I do have an objection to being singled out as a representative of Labor, to being, at least by inference, branded as somebody who ought to be watched; in other words—questioning your Americanism.

As a matter of fact, I think it is rather foolish on the part of those who represent us in government, even to be a party to such a program. Can you see the representatives of a labor organization going into one of these plants with a military escort by his side? What kind of an impression does he get when he is under escort? What kind of an impression does the worker get when his representative is under military escort?

I can truthfully say, and I know a great number of you will concur in what I will say, that during the World War Labor was not in such a favorable position. However, even though we were in what might be considered an unfavorable position, we still were considered to have a pass in our pocket that would take us into almost any of the plants for which we now have to have a military escort. I know that I had a pass to a great number of those places during the World War. I know that a number of agents, who are greatly interested, men who are sitting in this room today, had passes also.

All I want, as a member of a trade union, willing to do everything he possibly can in this crisis, is to get the same identical consideration that the sales agent gets who is selling lumber, or selling cement, or the man who is selling gasoline or bread. All I want is not to be branded as somebody who needs to be put under military escort.

As one member of a labor organization, I say to this organization and every other in Massachusetts, that if our loyalty and Americanism doesn't warrant us more consideration than we are receiving in those plants, then we should take it up with some higher authority than those with whom we are now doing business.

I know of a number of men who will not go into those plants because the fact of the humiliation of the military escort is distasteful to him.

Mind you, mind you this: These same contractors who are operating in those places, are the very ones who will holler blue murder if they don't get service in 10 minutes. If they want 20 or 30 men, the telephone burns up to the fellow who has to have a military escort to go in to see him. It just doesn't make sense.

I hope that the State Federation of Labor, and the State Building Trades Council, and all the other organizations that are concerned in this, will at least exercise all the influence of their organization to see to it that the bona fide representatives of organizations are a part of the same movement to win the war and that they are accorded the same identical privileges that every other person receives in going into one of ours.

Delegate Reilly (Carpenters No. 40, Boston): Mr. Chairman—I think that this is a fine chance to put into operation a plan of national defense that we have been hearing so much about. This is a fine time to adopt the "Badge of International Defense." It means that you have been fingerprinted, that your record has been looked up, your Americanism has been looked up, your loyalty and everything else is O. K. That badge will get you in as it got me into the state army camp in Cambridge when everything else failed.

Delegate Reynolds (Iron Workers No. 7, Boston): Mr. Chairman—I hope that Brother Carroll's amendment will prevail.

This is one time when the Building Trades of the state are asking the American Federation of Labor of the state department for assistance.

In my opinion, this is no progressive action, this recommendation of the committee that is referred back to the Boston Building Trades Council and to the State Council. It has already been discussed at the Boston Building Trades Council on many occasions. It was also taken up in the last state convention of the State Building Trades and despite all the efforts of both of those bodies, there is still now prevailing the condition as outlined by Brother Carroll.

There is no co-operation on the part of the government. We have willingly gone all the way through, when they have asked for co-operation. Just as Brother Carroll outlined, it takes up a lot of time of the business representative. It also does put a slur upon him and upon his Americanism. The least we can ask for, in return for the co-operation that we so freely give and have given, is that we get assistance.

I hope that the labor movement of this state will make it as strong as possible to complain and request the government officials to give us this recognition that we wish and deserve.

Delegate MacKenzie (Stone Masons No. 9, Boston): Mr. Chairman—They have said just exactly what has been in my mind for some time. In several instances I have seen it. We go to one of these projects—perhaps one or two, or sometimes three. Each time it was a case of, "Well, you will have to wait probably an hour before you will get any information at all." Sometimes there is a two-hour wait. On one of my visits of the masonry craft, I went over to see what was going to be done in reference to my classification of trade. I was told, at that particular time, that there wouldn't be an ounce of stone work going into one of those projects. I asked if I could see

the superintendent of the firm that was going to do the job, and I was told that there was no chance of seeing the contractor on the premises. A week after that I was called upon to supply a couple of men for the same job. When I went over there, I couldn't get in to see the contractor. They had to go ahead and call the so-called "guard house," a little shanty that they had there, to bring out the superintendent to clarify that I was right in bringing those two men over there, to put those two men to work.

That is the sense of Brother Carroll's and Brother Reynold's talks. And that is right. Now is the time when we should have something without having a guard in back of us and letting our membership as a whole know that we have to have a guard behind us when we go to see what is to be done in there.

Delegate Buckley (Electrical Workers No. 103, Boston): Mr. Chairman—I just want to say a word on Brother Carroll's amendment. The reason I got up was to prove the truth of Brother Reilly's statement.

At the present time, I am working at the Naval Base in South Boston. Each and every word they have said is absolutely true, in regard to the electrical workers, at any rate.

Is it too much to ask that the business agent should have the same privilege? It is wrong, entirely wrong, and this convention should go along with Brother Carroll's statement. Look at the salesman. Why should he be allowed to get in with a pass? I have a pass with my picture on it. One of the members already described the signs all over the yard: "United We Stand"—"Everybody Together."

Well now there is a distinction made. It should be eliminated. I hope the convention will do all possible.

Delegate Johnson: Mr. Chairman—In the committee's report I think you will notice that the request is in the resolve that the Building Trades of the Metropolitan District be asked to get the situation cleared up. Your committee then referred to the State Building Trades.

It must be evident to the delegates here that this is a building trades' situation. Up to this moment, as secretary of the Metropolitan District, I heard nothing of those grievances for over three months, and, unfortunately, that is the only way I have of knowing that they exist. One of the delegates objected to the "Building and Construction Trades Council" part of the resolution and that is his only method, I suppose, of relieving himself of what he may be considering a restriction and what I consider a safeguard.

Over three months ago, we were much concerned with this situation of gaining proper access to governmental properties for business agents representing members that were employed on such government property. I believed that the delegates representing those unions were quite satisfied with the present condition. Further than that, I was instructed in my visit to other cities, to ascertain under what circumstances were business agents of unions admitted to government properties where the same conditions exist. My report back to the Metropolitan District Council was the same conditions which we have here in Boston.

In other words, whether it is the Brooklyn Navy Yard, whether it is the Washington Navy Yard, or Katonah, in the vicinity of New Jersey, and so forth—the same conditions prevail as we have here.

We have insisted, and I think we have exhausted everything in our command. Naturally,

we don't expect anything different here than prevails in any other section of the country. Already, we have been to the top. I think that the only person we haven't seen is the President of the United States. We have seen both Senators. We have seen the Majority Leader. We have seen Rear Admiral Morrell, in charge of the Bureau of Navy Yards and Docks. We have seen the commanding general and everybody else.

However, when we learned that these conditions exist in the other plants, fine—I have no objection to the amendment if it is felt that through the force of Secretary Taylor's review of the circumstances with the officers of the Building and Construction Trades Council, well and good—but I merely want to point out to the delegates that the report of the committee was justified in view of the fact that the resolution referred to the Building Trades Council and asked that it be referred to the Metropolitan Council, which was done.

Delegate Caffrey (Central Labor Union, Springfield): Mr. Chairman—I might say a word in connection with this question. In fact, I am heartily in accord with the amendment to the report of the committee. I know that usually at conventions, such resolutions have been presented here and they have been referred to the Building Trades Council, but this resolution is a little bit different. This resolution deals with the condition in these army camps and mostly defense and war orders.

The correction and solution of this problem must be made in Washington. As you all know, the State Federation of Labor, not the Building Trades of Massachusetts, always has a non-partisan political committee, and whether we are in war or not in war, we still have a Congress and we still have a Senate, and they are the men who make the laws. We still have a Military Affairs Committee, and while in Western Massachusetts we haven't any labor trouble on any of these army and navy jobs, we still are subject to the same sort of escort and treatment as one of the speakers has pointed out.

We have co-operated. Each and every resolution offered, in fact this entire convention, has dealt with co-operation and unity. We have done all those things but we are still held at the gate. We are still questioned. They still examine our passes even though we may have business on those jobs two or three times a week. I say that sometimes it is done more or less for the purpose of humiliation. Each and every business agent is an American citizen. It has been necessary to fill out questionnaires. I don't quarrel over that. I have sat around in some factory offices where they examine you very closely, but after they once know you and know that you are a respected representative of a trade union, they should realize that this entire program depends upon the co-operation of the labor unions.

After all, labor unions today are a service organization. We service the men. We furnish the men for these jobs, and we shouldn't be held up.

I think that Washington doesn't know of this action. It is the action of some of the army officers on some of these jobs—certain individual army officers that Washington doesn't know about. We are working for so much a month, and these building men are reaping the harvest. There is the story.

There is a prejudiced attitude on the part of these army officers. They make it just as hard as possible for you to get access to these camps.

I was called one night, at 6:30 on a Sunday night, to furnish men for a certain job in Springfield, at the Arsenal. I was on the telephone and the contractor said, "Why don't you get up here a little later and see how things are going?" I went up there, and I had to wait 30 minutes, yet it was I who furnished the men for the job.

I say that the amendment should prevail, that we should prevail upon the assistance of the State Federation of Labor, in conjunction with the State Building Trades Council to prevail on Congress, the people who make the laws, that these officers should be guided by Congress.

Delegate Burke (Lathers No. 142, Waltham): Mr. Chairman—At the Watertown Arsenal we have a considerable amount of trouble, as Brother Carroll pointed out.

About five months ago I had to go down to Washington for the Building Trades Council over one of our business agents whom they had put in the guard house, a man who was an ex-service man, a married man with a family, because he wanted to go in and see some non-union men a certain contractor had in there. They wouldn't let him. They put him in the guard house. They telephoned to me in Waltham, and I went down. Colonel Kearney was very co-operative—a fine type of man.

It so happens that some of these guards are civil service guards, getting \$24.50 a week. The man who did it happened to be an ex-member of the building trades. He was the one who put him in the guard house, and the same man had a \$25-a-week job from the building trades.

I went down and took it up with Dave Walsh and some more of them down there. When I came back, I was told to go down and see General Gates. He said he was very sorry it happened and that it wouldn't happen in the future.

Since that time we have been allowed to go in there, but with a military escort—Brother MacLean of the Carpenters, and myself, have been allowed to go in there.

As late as last Tuesday I was in there, and I was told not to let any man go more than five feet ahead of the guard, because somebody had been reporting to the front office that they were tramping up and down ladders. They allow laborers and other building trades mechanics to go up and down those ladders and roam around that place, but when the men are wanted who furnish the workers, they cause them humiliation by having a guard at your back.

Delegate Carroll: The statement that was made by the other delegate was responsible for my making the amendment, that the State Federation of Labor be brought to bear to bring this reform about.

I don't know what the government can expect or how they expect to bring this reform about. But the workers are practically, by indirection, being accused of being suspicious characters, and yet they expect them to go in and stand behind the guns and give them the measure of support that they are entitled to.

I sincerely hope that the two combined organizations, if they are not able to effect their policy that was in existence during the World War, when we had the privilege of going into those plants with the proper type of credentials, will exercise the influence of this organization with those who represent us in Congress.

Delegate Russell: Talking on the amendment, delegates. When this resolution was presented to your committee, the secretary of

our committee, secretary of the Building Trades Council was not present. Had he been there, I am quite sure that he would have gone along with the thoughts of our committee. He gave that type of expression.

This is not an attempt upon the part of your committee to evade, avoid, or to brush aside any responsibility for your state officers. It was brought in by a building trades union. On our committee was the president of the Massachusetts Building and Construction Trades Council, as was an equal number of building tradesmen on the committee. We thought that was a building trades matter, in which the State Federation of Labor was, of course, being complimented in having, in some manner, effected the trades being brought to their door step.

I think, now, that the full intent and purpose of this resolution, regardless of this suggested amendment, is that it would go through the already existing piece of machinery to where, in a locality, a building trades problem arose; it would first be brought to the attention of the council in that locality. In turn, if it duplicated itself or was not solved, it would then go to the Massachusetts Building Trades and Construction Council, and there, if it was not adjusted, that the officers of that council would go to every agency and very definitely to the officers of the Massachusetts Federation of Labor, whose door is always open to anyone affiliated with them. In respect to the Massachusetts Building Council, your committee thought that they should first function and then, inasmuch as this resolution emanated out of here, that it tied in the situation, to have eventually, if necessary, the officers of the Massachusetts State Federation of Labor function in behalf of the proposers of this resolution.

That is the intent. That is the suggested pattern by which trade union job policies are generally carried out. That was the intention in mind.

I am quite sure, with the defeat of the amendment, that should the local council and the State Building Trades Council not adjust the matter, that it would forthwith become the property of the Massachusetts Federation of Labor for finding an adjustment.

I trust that the building tradesmen on our committee and the building tradesmen of the convention with the direct support of the delegates, will first refer this matter back to the crafts that are involved.

Vice-President Hull: Are you ready for the question?

Delegate Carroll: Mr. Chairman, I know I have exhausted the privileges granted to me under the rules of the convention, because I will be speaking a third time on this question. However, I am anxious to say a word or two more.

Vice-President Hull: Just a minute, please. That requires a two-thirds vote.

All those in favor of Delegate Carroll continuing signify in the usual manner. Those opposed? The "ayes" have it. You may continue.

Delegate Carroll: Mr. Chairman—I am amazed to find the chairman of a committee opposing the will of the majority, or opposing the righting of an obvious wrong for the question of personal pride. I assume that we are in this convention to do bigger things than to twiddle our thumbs and than to play to the whims of certain individuals.

I represented, in part, the building trades workers of this city, many not privileged by a resolution. Incidentally, I had a resolution

written, and it is now in my pocket. The only reason that my resolution didn't go in, was that I was informed that a resolution on the subject was coming before the convention.

I have no intention of questioning the motives or intent of anybody. Neither do I want to sit here at this convention and listen to anybody trying to cover up something that might possibly exist that shouldn't have existed; or that somebody might be accused of this, that, or the other thing. Far be it from me.

All I am concerned about, and I am concerned seriously, is that myself and my colleagues are not held up to a measure of humiliation at any arsenal or plant of this kind.

I want to say that only recently I went down to a point in Rhode Island. It was the second time that I ever entered that plant. What did I find? The man in charge said, "You want to go into the plant?" I said, "Yes." He said, "Have you got any business there?" I said, "Nothing in particular. I was just interested in seeing what the plant looked like." He said, "You have got to get a pass." I said, "I know it. How do I get a pass." He said, "Go down to that office over there, and the man will give you a pass."

I went to the office. The man gave me a pass. I had an automobile with me. Yet I went into this plant that was one of the most strategic in America or on the continent. The man said to me, "Keep the pass at all times so that if anybody holds you up, you will be able to show him your pass." I went around in my automobile. I found that everybody else had to have a pass just as I had. No objection.

I want to say to you, too, that I go into the Charlestown Navy Yard without an escort. I go in there without an escort. But Brother Bates of the Building Trades said to me the other day, "You don't go into the Yard without an escort." I said, "I haven't been there for such a long time, I think I'd better try." So the day before yesterday, I went over to the Navy Yard. I went in, and the guard said, "Where do you want to go?" I named four or five places. He said, "You have got to have a pass." I said, "I know." So I went down and got my pass—went down the line and got my badge, all according to the rules. No matter what kind of a man you are, you have got to comply with that. No objection.

Coming out, I passed in my badge. As I walked out I said to a fellow who was standing there, "Say, who are all of those gentlemen in uniform there? What are they doing there?" "Those," he said, "those are guards. Can't you read English?" "Yes," I said. He said, "Don't you see that it says, 'Escort,' on the front of the door?" I said, "Escorts for the delegates from these unions, huh?" He said, "Yes, of course." He didn't think I was a delegate.

For a long time I had been trying to discover how I could go in without an escort in those places. One of my friends says that I am connected with the State of Massachusetts. Of course I am not connected with State of Massachusetts, thanks to Governor Saltonstall, so that is out. I haven't any choice in the matter.

I have no exercise, no influence whatsoever, so I thought I'd try it, without any connection in the State of Massachusetts. I went through. Coming out I saw all of those young sailors waiting there, sons of our members, and I was politely told that they were the bodyguards for the delegates. I don't mind telling you that I got high blood pressure, walking over to Water Street. I said, "What's the matter with the labor movement? Are we going through

a process of decay, or have we got to be what we are accused of being once in a while?"

Of course it is unpopular to talk about this thing in the crisis of our country. We have a family and all in the armed forces of the country. I, for one, resent any officer or official of the United States of America questioning my Americanism or my loyalty to this country under this condition.

I will not enter a plant of this American country with an escort if I never went in there, and if you are the red-blooded Americans that you have shown yourselves to be in the last two or three days, you will do something about it. Everybody commends you, and I join with you, to do everything we can for the defense of our nation and the preservation of our institutions. Then somebody in the lower brackets of the government says that you must be branded as a suspicious character, and you must be escorted into a plant of production.

A gentleman said to me—I argued with him—"You know, the last war didn't have Italy in this thing. Italy has a hell of a lot of Italians in this war." Well, of course, my blood pressure went up two more points, because I represent a hell of a lot of Italians. These boys were enjoying themselves so they were privileged characters.

I think the President of the United States is to be commended for a statement he made in the last couple of days when he spoke of contractors and builders and about their having racial discrimination. I assumed that the President knew what he was talking about. He advised employers to employ everybody, without any consideration as to their racial origin.

I say to the delegates of this convention and to the officers of the State Federation of Labor, that you will be performing a public service, on behalf of the business representatives of this state, if you are able to effect an agreement with the federal government, wherein we can have a legitimate pass, fully approved by the duly authorized officers of the State Federation of Labor.

That is all, insofar as I am concerned; so long as I am not subject to the measure of embarrassment that I have just discussed.

Vice-President Hull: Are you ready for the question? The question has been called. All those in favor signify in the usual manner, by saying "aye." Any opposed? It appears that the "ayes" have it.

Now, are you ready for the motion? All those in favor of adopting the committee's report will please signify in the usual manner, by saying "aye." Those opposed "no." The "ayes" have it and the motion as amended is carried. Chairman Russell.

RESOLUTION No. 4

SUPPORT OF ALLIED AGREEMENT

Whereas, Twenty-six nations, headed by the United States, Great Britain, the Soviet Union and China, have signed a common agreement to prosecute to the victorious end the war against the unholy Axis alliance, and

Whereas, We know that to supplement this agreement to the fullest extent, there must be complete support of this agreement and to the war efforts of our assisting nations; therefore, be it

Resolved, We express our heartiest approval and support of this agreement between the

nations allied with the United States, which means the ultimate victory for our forces.

(Submitted by Delegate Frances Smith, Federal Labor Union No. 21914, Watertown.)

Delegate Russell: The committee recommended concurrence and I move the adoption of the recommendation.

" Delegate Johnson seconded the motion.

Vice-President Hull: Motion has been made and seconded. The question comes on the adoption of the recommendation of your committee. Are you ready for the question? All those in favor of the motion, signify in the usual manner. Those opposed by saying "no." It is a vote and so ordered.

RESOLUTION No. 5

SUPPORT TO UNITED STATES GOVERNMENT

Whereas, Our country has been treacherously attacked by a foreign power while we were at peace with them, and

Whereas, Our citizens were wantonly put to death by this ruthless nation during peace negotiations, and

Whereas, Our country is now at war with those perfidious enemies who are attempting to destroy our American way of life, as we enjoy it under a democratic form of government that honors human values and protects them by a Bill of Rights which guarantees liberty and justice for all, and

Whereas, It is of vital importance to us all to preserve this heritage of our citizenship, through valor, sacrifice and service through co-operation with our government in this hour of peril to our institutions and way of life, and

Whereas, The workers of the United States, affiliated with the American Federation of Labor, fully appreciate their respective responsibilities to our country in this hour of travail, when it is menaced by forces that would utterly destroy these rights and opportunities which we now enjoy and practice and which we feel we must defend; therefore be it

Resolved, We, here assembled, do solemnly dedicate ourselves anew to the task of preserving our American way of life in our Republic, to which we pledge our allegiance, by assisting our government in every possible way, consistent with the loyal and patriotic duty of our respective group, and, individual responsibilities; and be it further

Resolved, We endorse this pledge of loyalty and co-operation with our national government and the Congress of the United States be so notified of our co-ordinated action in convention here assembled.

(Submitted by Delegates Peter A. Reilly and John G. Dunphy, Carpenters No. 40, Boston.)

Delegate Russell: Your committee concurs in this resolution, and I move its adoption.

Delegate Johnson seconded the motion.

Vice-President Hull: The question comes on the adoption of the recommendation of your committee. Are you ready for the question?

Delegate Stefani (Cooks and Pastry Cooks No. 186, Boston): I don't think that resolution has gone far enough. I'd like to express my point of view as to why we are in the present war. I think that you can all recall where President Roosevelt states it, in reference to the resolution that was submitted to this convention. I am glad that it was submitted, but I don't think it went far enough.

We, in the labor movement, know that we are in the war. We have to fight and do our best to win this war, but we must also have in the back of our minds, that while these wars are placed on the shoulders of these people all over the world, there must be some reason why these wars are placed upon us.

One reason is this, Mr. Chairman: I, who have traveled all around the world, know the different characters of all the nations. They are no worse than we are. They are just as good as we are.

Mr. Chairman, the only thing we hope to carry out, when the war is over, is one of the eight points that President Roosevelt and Churchill stated in the Atlantic Charter; that is, the distribution of raw materials.

We must also see to it, at the end of this war, Mr. Chairman, that Labor shall be represented on a peace pact that they will draw up. We must see to it that it is a just peace, Mr. Chairman.

We are in war, and we must win this war, but it is also a duty of the working people to see that a just peace comes about so as to avoid wars in the future. For instance, as long as we have citizens of other nations, half-living and working for a living, and half living under the standard of living that we enjoy in America, it creates a jealousy. They become envious of the standard of living of America, and they cry out to their government, "Why is it that the American worker has an automobile and an electric refrigerator, and all the necessities of life that are deprived to us?" These are the causes of war, Mr. Chairman.

You have got to give them a standard of living the same as we have, so that we will not have these jealousies. It is your duty to see that Labor is represented in order to see that this is brought about.

Vice-President Hull: Action now comes upon the adoption of the motion. All those in favor of the motion will signify in the usual manner. Those opposed? It appears that the "ayes" have it. It is a vote and so ordered.

President Morrissey resumed the Chair.

President Morrissey: It is quite evident that you are observant enough to realize that the committee that was sent upstairs is back. However, I feel it incumbent upon me to expedite the business of the resolutions as near to its conclusion as possible before you hear from that committee.

In line with the program of parading the Vice-Presidents to the microphone here, it behooves me on this occasion to say that I am going to put on two more resolutions under the direction of Vice-President Buckley of the First District, Boston.

(Vice-President Buckley was absent from the convention hall.)

President Morrissey: Well, we'll put Vice-President Grages on until Buckley comes back.

Vice-President Grages: Mr. Russell.

RESOLUTION No. 6

COST OF LIVING

Whereas, The workers of Massachusetts are confronted by steadily increasing living costs caused by various factors, also occasioned in part by war-time conditions, and

Whereas, It is realized that unless precautionary and preventive measures are adopted, continued rising living costs will not only absorb the greater part of the wage earners' income, but will force workers to

forego the purchase of staples necessary to the nutrition and welfare of the workers and their families; therefore, be it

Resolved, That this convention be recorded as vitally concerned with the serious problem of rising living costs, and we instruct our officers to communicate with the Federal Office of Price Control, the Massachusetts Division of the Necessaries of Life and request that special studies be made of all elements involved in living costs that legislation be introduced to curb excessive charges for the necessities of life and that Labor representatives, Consumer League representatives and other groups be appointed by the President to the federal agency and by the Governor to the state agency as an emergency situation, these persons to serve during the war emergency; and be it further

Resolved, That city central labor unions be advised to give their attention to living costs and strive for representation on local committees and to set up committees of their own.

(Submitted by the Joint Committee on Officers' Report and Resolutions.)

Delegate Russell: This is your committee's best thought: We concur in this resolution, and I move its adoption.

Delegate Johnson seconded the motion.

Vice-President Grages: You have heard the recommendation of your committee. The motion is that we concur in the recommendations. Are there any remarks?

Delegate Kearney (Bartenders and Hotel Employees No. 34, Boston): Mr. President and Delegates—There is something which I would like to have inserted in this resolution. It is in the form of sympathy and appeal, sympathy with the hundreds of thousands of wage earners who have no protection in a labor union; hundreds of thousands of our fellow workers without protection. That is the sympathetic start.

The appeal is to the employers of this group of labor at least to grant them increases in wages, increases consistent with increased living costs.

We sit here, of course, sometimes selfishly wrapped up in the protection of our own interests, but this convention cannot adjourn without some words to the thousands and hundreds of thousands of workers who are outside of our labor movement.

While we may appeal to them to come in with us and share our influence to divert the profits of employers into their pay envelopes, our appeal in many instances is in vain. However, we cannot adjourn this convention at least without putting upon the record an appeal to the employers of this labor, to give them recognition, not only in the sense of Christianity, humanity and fairness, but in the sense of an appeal because we cannot help them.

We must continue our appeal to them to join our unions. We must not be lax in that activity. For their joining with us means better things for them. We ask again, and this is what I rose to ask to be included, if you are agreeable: "We appeal to employers of labor whose employees are not connected with any legitimate unions, to grant increases in wages, at least consistent with living costs."

This is our appeal to them and also the fact that we do not forget those workers who are not members of our unions.

Delegate Hull (Westfield Central Labor Union): Mr. Chairman and Delegates—This subject that I wish to bring up is with refer-

ence to costs and high costs of living. When we called this convention it was for the purpose of all-out war emergency.

Now, you are all acquainted with the recent ruling made about the distribution of tires. We are going to co-operate in every way that we can in that matter. There is one thing to which I would like to call your attention. That is, these dealers who are doing what is so-called, "recapping" of tires, are raising the prices by leaps and bounds. At the present time, and possibly it has been changed since Friday, it costs \$6.75 for one tire to be re-capped on an old shoe that may not last 15 minutes on the road. I believe that there should be some control over that situation.

Now, we are doing all we can to produce. I am thinking in regard to the aircraft factory in Hartford, particularly, which employs workers as far as Greenfield, which is 63 miles away. I am wondering if, by cutting the distribution of these tires, it is going to curtail production. I am wondering how these workers are going to get to their work.

We want to conserve on rubber all we possibly can, but I am wondering if it is going to curtail production. I think that should be investigated because these workers have to be taken to the plants. You may think I am a little bit off the question but my point is, if we have to use these second-hand tires, let's control the price so that those tires will not cost what the new tires will cost at this time.

Vice-President Grages: Are there any further remarks? The question comes upon the adoption of the committee's report. All those in favor signify by saying "aye." Those opposed "no." The "ayes" have it. It is a vote and so ordered.

Delegate Russell: I am taking the liberty of reading the letter which gave rise to the resolution now before you.

The Commonwealth of Massachusetts
Division of Employment Security
881 Commonwealth Avenue, Boston

January 2, 1942

To All Employees of the Massachusetts Division of Employment Security whose services have been requested by the United States Employment Service:

On December 18, 1941, Franklin D. Roosevelt, President of the United States, issued, under his war emergency powers, a communication to Leverett Saltonstall, Governor of the Commonwealth of Massachusetts, requesting, as essential to national defense, the transfer of the Massachusetts State Employment Service to the United States Employment Service.

In accordance with the above-mentioned request, the Social Security Board of the United States and the United States Employment Service issued detailed plans and instructions including advice that funds will not be available to the Commonwealth of Massachusetts on and after January 1, 1942 for any services the transfer of which was requested.

Complying with the request of the President of the United States, His Excellency Governor Saltonstall issued an emergency Executive Order on December 31, 1941, under provisions of Chapter 719, Section 7, of the Acts of 1941, authorizing and directing the delivery of adequate facilities of the Massachusetts State Employment Service to the United States Employment Service for the duration of the emergency, as defined in said Act.

Because of the fact that funds will not be available to the Commonwealth of Massachusetts for the position which you held under

Massachusetts civil service in the Division of Employment Security, you are hereby notified that your services with the Division have been terminated as of December 31, 1941.

Although your future employment will apparently be under the federal government, the Division of Employment Security will continue to seek legislative and administrative action for the protection and safeguarding of any rights which you may have acquired under Massachusetts Laws. In view of this we would suggest that you withhold making application for the withdrawal of any funds which you may have to your credit in the Massachusetts Compulsory Retirement Fund. Arrangements have been made with the Director of Civil Service whereby your name will be immediately placed on a special list. You will be advised by the Director of Civil Service as to what you must do to protect any further rights under civil service.

The Division wishes to express appreciation of the service which you have rendered during your employment.

Very truly yours,

ROBERT E. MARSHALL,
Director.

I shall now read Resolution No. 7.

RESOLUTION No. 7

TRANSFER OF STATE EMPLOYMENT SERVICE

Whereas, The President of the United States has deemed that the defense of the nation will better be served by transferring the State Employment Service from state to federal jurisdiction, and

Whereas, The personnel of the State Employment Service in Massachusetts have been selected by competitive examination, and as civil service employees have enjoyed certain rights customarily given to such employees, such as seniority rights, cumulative sick leave, annual leave, and certain rights in an established pension fund; therefore, be it

Resolved, That the Governor of Massachusetts be advised to send a special message to the Legislature about to convene in special session, to enact such legislation as will protect the status of such employees in order that these employees may enjoy the same consideration as other employees serving in the armed forces, and that their seniority rights be protected in the event that they return to the employ of the state upon the termination of the present national emergency; and be it further

Resolved, That the Congress and the President of the United States be advised that the transition of the State Employment Service from state jurisdiction to federal service apparently cannot be accomplished without depriving the personnel of these services of certain rights that have been heretofore enjoyed as state civil service employees, and that they be requested to enact adequate legislation to protect the status of these employees in the same manner that they would ordinarily enjoy if they had remained state employees.

(Submitted by Delegate William V. Ward, American Federation of State, County and Municipal Employees No. 39-3, Boston.)

Delegate Russell: Based upon this communication and knowing the facts as presented there to be true, your committee concurs in this resolution, and I move its adoption.

Delegate Johnson seconded the motion.

Vice-President Grages: The motion has been made and seconded that the resolution be adopted. Are there any remarks?

Delegate Thompson (Carpenters No. 878, Beverly): Mr. Chairman—In listening to the report of the committee on this particular question, let me say this to you. I don't know whether or not the committee has gone far enough into this particular question. However, I do know, Mr. Chairman, in my own city of Beverly, in the chain stores, when a girl wants to give up her job—let's say she doesn't like the manager. Probably she hasn't got the personal appearance that might attract him, but she quits her job. She gives it up and if she wants unemployment insurance, which she is entitled to . . .

Vice-President Grages: The resolution is dealing with the transferring of a man from a state job to one being taken over by the government.

Delegate Thompson: I agree with you on that, Mr. Chairman, but I think this thing will tie in with this particular report. I hope that you will agree with me on that particular question.

To get unemployment insurance, she must get a pass from the manager of that particular chain store that she has worked for. When she quits her job—she doesn't like it, something or other—he makes out the card citing why she got through or why she quit. He makes out that particular card as he likes it . . .

Vice-President Grages: Delegate Thompson, I don't think that you are on this matter at all as regards that resolution. I know that a lot of delegates here feel the same way about it. You are not talking on the resolution.

Delegate Thompson: Mr. Chairman, I thought this was the proper place to bring it in.

Vice-President Grages: I don't think so.

Delegate Thompson: Is there something coming up so that I can bring in this question?

Vice-President Grages: Probably later on, yes; but not at the present time.

Secretary Taylor: I think that what the gentleman is about to speak on is a desired amendment to the Unemployment Compensation Law. It really doesn't deal with the resolution at hand, since the resolution at hand deals with the matter of federalizing the employment offices within the Employment Security Division.

The matter that he deals with is something that is very serious, as he is trying to point out, and something that undoubtedly the Executive Council will endeavor to adjust, if and when a special session of the General Court is called, either by the Governor or by the State Federation of Labor under the petition which is being prepared.

Vice-President Grages: Are there any further remarks on the resolution? The question is called for. The question comes upon the adoption of the committee's report. All those in favor signify by saying "aye." Those opposed? The "ayes" have it. It is a vote and so ordered.

President Morrissey resumed the Chair.

President Morrissey: At this time I want to present Secretary Taylor who will give you a report on what transpired with the committee of which he was a member—the committee that went upstairs to see the CIO people.

Secretary Taylor: Mr. President—As you know, the committee's mission was to call upon the CIO and request that they commu-

nicate with their national organization and officers and urge them to renew their negotiations with the standing committee of the American Federation of Labor so that there would be unity in the labor movement of this country.

I was permitted to address the convention. I was treated cordially and received by the delegates in apparent enthusiasm.

I told them that it was our belief that there was no room in American industry, during the war or after the war, for a dual labor movement; that if we were to play our part in the government now and after the war, there would have to be unity in the labor movement; and if the labor movement could not adjust its own affairs, then it might be dangerous, because the government itself might adjust them for us.

I then outlined to them your proposition, which I understand they have adopted.

I did so though by explaining to them that we meant what we suggested and that to show good faith our committee would come back to you and recommend that an appropriate wire be sent to President Green. With your approval I shall read the wire which I have just dictated, and if you see fit, you may authorize us to live up to our end of the bargain:

Mr. William Green, President
American Federation of Labor
A. F. of L. Building
Washington, D. C.

In an Emergency War Convention of the Massachusetts State Federation of Labor held in Boston January 3 and 4, 1942, a recommendation was made that the Massachusetts Congress for Industrial Organizations be urged to communicate with their national officers, requesting that the Congress for Industrial Organizations renew their negotiations with the committee of the American Federation of Labor in the interest of labor unity and with the hope that differences between the two labor organizations can be adjusted to the end that there be a single labor movement in the United States. We are informed that the Massachusetts Congress for Industrial Organizations has complied and that President Philip Murray will be urged to renew negotiations with the American Federation of Labor Committee. We, therefore, respectfully urge that the standing committee of the American Federation of Labor be willing and available to meet with the Congress for Industrial Organization's committee if the latter sees fit to renew negotiations.

KENNETH I. TAYLOR,
Secretary-Treasurer

Delegate Harrigan (Bricklayers No. 1, Springfield) moved the report of the committee be adopted.

The motion was duly seconded.

President Morrissey: It has been regularly moved and seconded that the report of the Secretary on the subject matter just described to the delegates, be adopted. Is there anything to be said on this question?

Delegate Kearney (Bartenders and Hotel Employees No. 34, Boston): Let's be generous now. You sent me downstairs to address the convention just to get rid of me, I think.

President Morrissey: That is not so.

Delegate Kearney: I want to report, Mr. President, that I delivered your message to

the Youth of the Hebrew Congress, and they accepted your message with a great deal of enthusiasm. One more word:

We today, in this convention, have written history. This is a great victory. Of all the 48 states in our Union, Massachusetts takes the stand again. We followed the leadership of those great pioneers who established this great Commonwealth.

Here we are, Labor seeking unity with our comrades in the CIO, and here the CIO agrees with us.

That is the first time to my knowledge that the CIO has agreed to do anything, and we welcome it. We welcome it with the knowledge of the future potential possibilities. We welcome it because we have sent a message now to all the other 47 states, State Federations and the CIOs:

"You follow our leadership and we'll chase the arch political leaders in control of perhaps both camps in Washington, to bring about complete unity, not only to win this war but for our own perpetual and permanent peace for the benefit of the thousands of workers whom we represent."

President Morrissey: I just want to inform Delegate Kearney that it wasn't the intention of the Chair to send him on the missionary expedition to eliminate his presence from the convention. If you will move over just a little bit to the right and let me get my hands on the flagpole with him, I will help wave that flag.

If there is nothing further to be said on this question, action comes on the adoption of the report of Secretary Taylor. All those in favor manifest by saying "aye." All those opposed "no." The "ayes" have it. It is a vote and so ordered. The report of Secretary Taylor is adopted.

The Chair stands to be corrected by the Secretary. I omitted that reference to the Secretary's report with respect to the sending of the wire so that at this time I am going to ask the convention's permission for authorization to Secretary Taylor to send the wire to President Green, as he outlined.

Delegate Harrigan moved the Secretary be so authorized.

The motion was duly seconded.

President Morrissey: It has been regularly moved and seconded that the authorization be given to Secretary Taylor to send the wire to President Green. All those in favor will manifest so by saying "aye." Those opposed? The "ayes" have it. It is a vote and so ordered.

This time I am going to bring Vice-President John Buckley of District One, who will handle the next two resolutions. Vice-President Buckley.

Vice-President Buckley: I shall now call upon Harry Russell to read the next resolution.

Delegate Russell: In turn, I am going to ask the secretary of the committee, Brother Johnson, to read Resolution No. 8.

Delegate Johnson read the resolution as follows:

RESOLUTION No. 8

SUPPORT OF

PRESIDENT FRANKLIN D. ROOSEVELT

Whereas, War has been raging throughout various countries due to Hitler's desire to rule the world, and

Whereas, President Franklin D. Roosevelt has done everything humanly possible to pre-

vent these United States from becoming embroiled in same, and

Whereas, Japan's treacherous attack on the Philippines and outlying possessions of the United States in an attempt to overpower our people by a sudden surprise attack while their envoys were talking peace, and

Whereas, Said treacherous attack constituted acts of war resulting in the government of the United States declaration that a state of war existed between the United States and Japan, Germany and Italy, and

Whereas, The winning of the war will call for untold sacrifice of life and suffering and calls for the fullest co-operation of all peoples involved; therefore, be it

Resolved, That we the delegates to the Emergency War Convention of the Massachusetts State Federation of Labor assembled in Boston this fifth day of January, 1942, do hereby express our confidence in the leadership of our great commander-in-chief, President Franklin D. Roosevelt, and pledge to him every ounce of energy in co-operation until this war has resulted in victory for the United States and its Allies.

(Submitted by Delegate Martin J. Casey, Electrotypers No. 11, Boston.)

Delegate Russell: The committee recommends concurrence. I move the adoption of the committee's report.

Delegate Johnson seconded the motion.

Vice-President Buckley: It has been moved and seconded that the committee's report be adopted. All those in favor? Those opposed? The "ayes" have it. It is a vote and so ordered.

President Morrissey resumed the chair.

President Morrissey: Now, it is my understanding that the next resolution is the last resolution.

As a part of the program and as a result of a recommendation that has been made, we are going to try, that is Ken Taylor and I, are going to try to highlight just a little bit before the adoption of the next resolution.

The abruptness with which we have reached the finality of the business before us necessarily curtails my opportunity to present in regular rotation the Vice-Presidents.

There is one resolution left, and they have decided among themselves that the next presiding officer should be Vice-President Jason of District No. 2.

Vice-President Jason: Chairman Russell.

Delegate Russell: In turn, the chairman, in expressing his thanks, the thanks of the committee who worked so really hard and arduous and with all sincerity, I am going to ask the secretary to read our resolution in conclusion of the convention. Secretary Johnson.

Delegate Johnson read the resolution as follows:

RESOLUTION No. 9

RESOLUTION OF THANKS

Whereas, The Emergency War Convention of the Massachusetts State Federation of Labor, called for the purpose of formulating a program to guide our affiliated unions and its membership during the course of the war against the Axis Powers, has been honored by the presence of notable figures in the life of our nation, state and municipalities, and

Whereas, The success of the convention and its accomplishments have been due in a large measure to the participation of distinguished guests who have contributed substantially to our program; therefore, be it

Resolved, That this Emergency War Convention express its sincere appreciation and thanks to the following speakers: Rev. Lawrence J. Brock, S.J., Chaplain, 182nd Infantry, Camp Edwards; Rev. James H. Perkins, Old South Church, Boston; Leverett Saltonstall, Governor of Massachusetts; Maurice J. Tobin, Mayor of the City of Boston; Matthew Woll, Third Vice-President, American Federation of Labor; John W. McCormack, Majority Leader, House of Representatives; William A. Reilly, Fire Commissioner, City of Boston; Edward W. Fallon, Superintendent of Police, City of Boston; James T. Moriarty, Commissioner, Department of Labor and Industries; J. Wells Farley, Executive Director, Massachusetts Committee on Public Safety; Daniel J. Goggin, President, Boston Central Labor Union; Peter H. Odegard, Department of Political Science, Amherst College; Chu Hsueh-Fan, Chinese Labor Representative, International Labor Office; Spencer Miller, Jr., Director, Workers Education Bureau of America; Wolf Winkler, Representative, Catholic Movement of Germany, and Colonel William G. Knight, representing First Corps Area Commander.

(Submitted by the Committee on Officers' Report and Resolutions.)

Delegate Russell: The committee recommends concurrence. I move the adoption of the committee's report.

Delegate Johnson seconded the motion.

Vice-President Jason: It has been regularly moved and seconded that the committee's report be adopted. Are you ready for the question?

The Chair will recognize Secretary Taylor.

Secretary Taylor: Mr. President and Delegates—In the 54 years of this organization, we have probably had very few occasions for such a history-making convention as this one.

Your Executive Council, when it was determined that there should be an Emergency War Convention, did so with several things in mind. One was to support the War Labor Policy of the American Federation of Labor; and another, to localize that program and give each representative of local unions in Massachusetts, affiliated with the American Federation of Labor, an opportunity to analyze that labor program and elaborate upon it. We think that you have done that.

We think that you have taken actions here during the course of the convention that will be history-making. We think, judging by the enthusiasm on the part of our guests during the course of the convention, that similar conventions will be held in the other 47 states of the nation.

We are determined to win this war. We are determined to see that the American Federation of Labor is given, at least, its just credit when victory comes. We are determined, after victory comes, that the American Federation of Labor and all its component units, will be recognized by the general public and by the citizenry as the saviours of this great democracy of ours.

It was with that determination that the members of the Executive Council saw fit to prepare for and conduct this special convention.

We meet again in August. During the course of the time that will pass between now and then, many changes will come about. Some of us may not be here. Some of us may be in the military service. However, I think that when those changes come about and as they do come about, those who will still be here, will pledge themselves to the

program that they themselves adopted during this history-making convention.

We say to you now that, as we conclude this convention, we want and need your closer co-operation. There will be problems to solve in connection with this important program. Every affiliated union that helped make it up, that helped to adopt it, should look forward and assume the responsibility of responding in their assistance is required.

In other words, shall I put it this way? We, as a state group, must weld ourselves together even better than we have as a result of 54 years of close association. We must do that because we are determined, ever so much determined, that this is our war, and it will be won by working people like you and I, throughout the nation.

We thank you, and we hope that the response to any further request for co-operation will be forthcoming without hesitation. I take the liberty of assuming that that will be so because we are determined to win this war and preserve the great trade union movement and democracy in this state and in this country.

Vice-President Jason: Is there anything further to be said on the question? Delegate Reilly.

Delegate Reilly (Carpenters No. 40, Boston): I'd like to amend the report of the committee, if it could be done without re-committing the resolution. That would be that we add to that list of notables that have been mentioned the names of President Morrissey, Secretary Taylor, Miss Kane, the stenographers, the press and the reporters who covered this convention.

Delegate Hull (Westfield Central Labor Union) seconded the amendment.

Vice-President Jason: Those in favor of the amendment say "aye." Those opposed say "no." The amendment is adopted.

Vice-President Jason: Is there anything else to be said on the question? All those in favor of the motion will signify in the usual manner, by saying "aye." Those opposed? The "ayes" have it. It is a vote and so ordered.

President Morrissey: We are just about to conclude the purpose for which the convention was called. However, before we do conclude, and because there are so many of us representative of different parts of the Commonwealth here, I just want to impress upon your minds that now is a very good time for you to do some missionary work with respect to that question of magnitude that confronts us—the establishment of a State Fund for Workmen's Compensation.

You all know what a very serious obligation each of us must assume in order to put this piece of legislation across.

You can realize what a difficult proposition you are going to find yourself confronted with when you find out and fully realize for yourself that the insurance companies are starting to create a pool. This pool is being created with the intent of financing those candidates for public office at the next state election, who are willing to be financed from that direction and in addition to that, those candidates who will, willingly, use the facilities of that pool for the purpose of spreading propaganda and to retard the effort of the State Federation, with respect to establishing a Workmen's Compensation State Fund.

So, I make this last-minute appeal with the intent that I can convey enough sentiment to you so that you will take it back to your

local unions and familiarize your membership to the extent that they, themselves, will become preachers of the gospel, and they, themselves, will know that when they go to the polls at the next state election, that the question of the establishment of a State Fund is going to be on the ballot. If they will vote "yes" on that question, there isn't any doubt but that the money expended by the insurance companies to retard the establishment of this fund will be completely wasted and the measure will be overwhelmingly adopted.

It has been suggested that I once again remind the delegates from the Fifth District to meet in the right-hand side of the rear of the hall of the convention here, with Organ-

izers John Murphy and Eddie Raleigh and Vice-President Harrigan from the Fifth District.

It seems to me appropriate that we close the convention with a salute and the Pledge of Allegiance to the Flag.

(The delegates then arose and recited the Pledge of Allegiance to the Flag of the United States.)

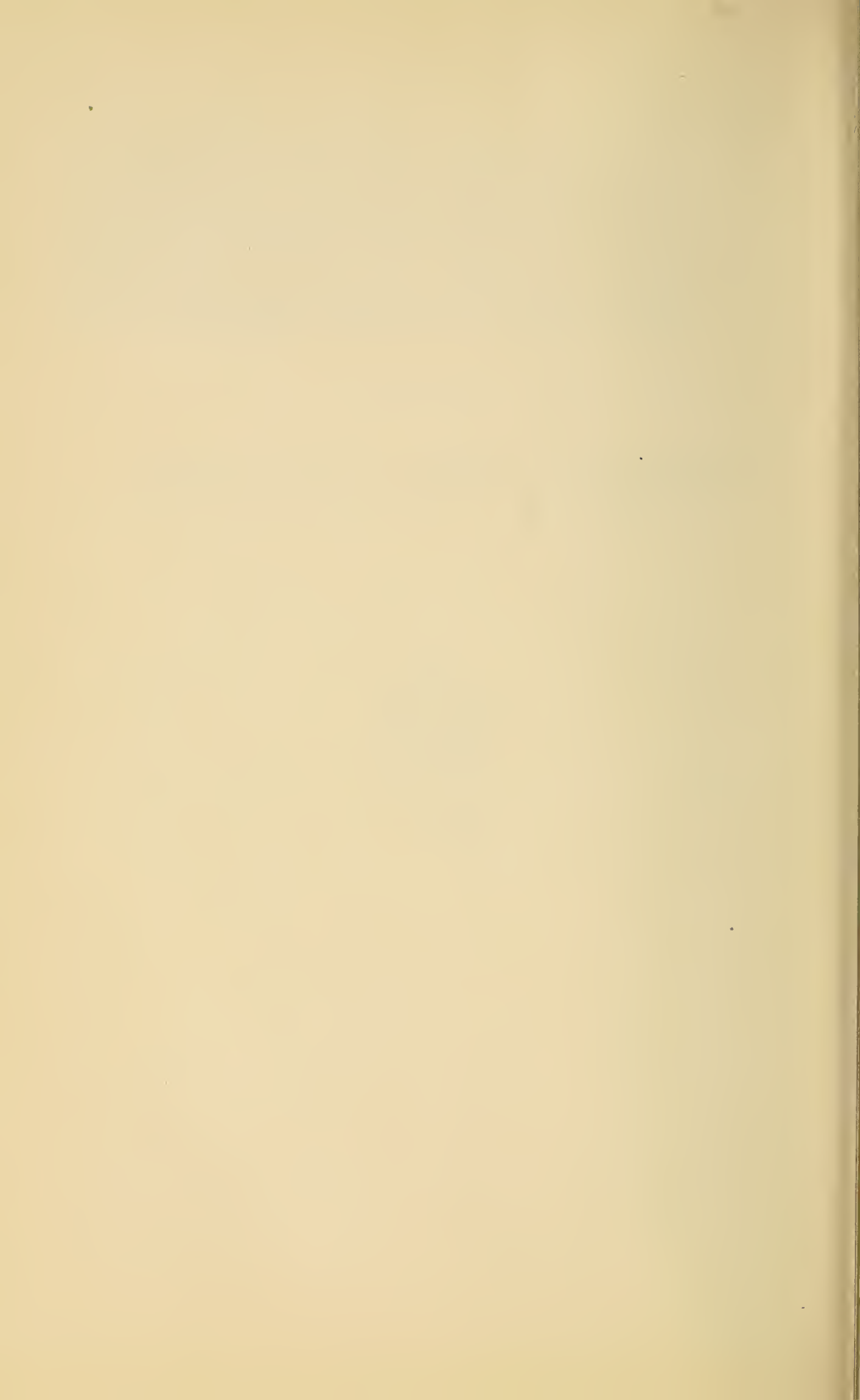
President Morrissey: It now becomes the duty of the Chair to close the convention. I declare this Emergency War Convention adjourned sine die.

(The Emergency War Convention adjourned at 5:40 p.m.)



Executive Council Report
to the
Emergency War Convention





FOREWORD

ON December 16, 1941 an emergency meeting of the Executive Council was held to consider the part which the Massachusetts State Federation of Labor would play in prosecuting the war against the Axis Powers — Germany, Japan and Italy.

At the meeting it was decided that an Emergency War Convention of the Massachusetts State Federation of Labor, the first of its kind ever held, should be called without delay to afford representatives of the hundreds of affiliated unions an opportunity to participate in formulating a program to guide themselves during the course of the war and to pledge their support to the War Labor Policy of the American Federation of Labor, a reprint of which is appended hereto.

EMERGENCY WAR CONVENTION

*To the Delegates to the Emergency War Convention
of the Massachusetts State Federation of Labor:*

Greetings:

The world has never known such a war as the one now being waged between the aggressor Axis Powers whose goal is world domination and a new order of totalitarianism and servitude, and the United States and our Allies who love and enjoy freedom and democracy. With more than three-quarters of the world involved and with battle fronts in most every part of the world we have reason to believe that the conflict will not be a short one. It will be won by the United States and our Allies but not until after we have made every required sacrifice. It is the duty of every man, woman and child to make their contribution.

In this respect the members of unions affiliated with the Massachusetts State Federation of Labor will be called upon to do their share . . . and more. Industrial Massachusetts is one of the most essential states in the production of war materials, and therefore trade unionists of the Commonwealth will be looked to for an increased amount of war implements to prosecute the war against those who would take from us our way of life that we have loved and enjoyed and cherished as Americans.

The Executive Council, therefore, appeals to representatives of affiliated unions and their fellow members to support the War Labor Policy of the American Federation of Labor and to localize their efforts by pursuing a program that will be adopted by them at the Emergency War Convention which will contribute to the preservation of the American way of life and which will also produce the essential materials that will inevitably conquer our enemy . . . forever.

With careful thought and consideration, the Executive Council has designed a program which is herewith submitted to delegates in attendance at the Emergency War Convention, with the hope that it will be given due consideration and will result in a clear declaration of our determination and attitude and intention during the course of the war. Your officers submit the following for the delegates' consideration:

Strikes and Lockouts

We pledge ourselves to the "no strike" policy recently enunciated by the Executive Council of the American Federation of Labor in all war and defense material production industries. To subscribe to this policy means that officers and members of affiliated unions must familiarize themselves with the methods and machinery available to effect peaceful settlements of differences between employers and employees.

In Massachusetts there are two agencies which can be called upon to determine union representation and to dispose of unfair labor practices on the part of employers, which sometime provoke stoppages before satisfactory adjustments are effected. These are the National Labor Relations Board and the Massachusetts State Labor Relations Commission. In this state we are also fortunate that there is in existence an Arbitration and Conciliation Board within the Department of Labor and Industries. This agency is available and will willingly serve as an arbitration board to which differences between employers and employees may be referred, or will render their assistance in conciliating and mediating any such differences. In addition, the United States Department of Labor provides a conciliation division with numerous commissioners whose services are available to unions who may need them, and also there exists a National Defense Mediation Board at Washington, to which unions may refer their differences if they cannot be adjusted by other means or by any Massachusetts agency. It is expected that a new War Labor Board, which has been suggested by the Executive Council of the American Federation of Labor, will be created to either relieve or assist the National Defense Mediation Board.

It is our recommendation that delegates and officers of affiliated unions take full advantage of these agencies in their determined effort to subscribe to the "no strike" policy of the American Federation of Labor.

Complete Use of Essential Plant Facilities

In Massachusetts there are thousands of industrial plants whose production is essential to our war effort. Some have expanded their facilities and increased the usable time of their machinery. But not all. Some industrialists continue to indulge in the pastime of obtaining attractive and more profitable war contracts, placing the destiny of our country and the need of the materials which their facilities can produce second to their selfish desire for profit. We recommend that every essential plant in Massachusetts be compelled to operate their machinery in a continuous operation. We recommend that industrial blackouts, that is, shutting down of essential plants over week-ends and during some part of the night be eliminated for the duration of the war. We recommend that wherever industrialists demonstrate a reluctance to place our nation's destiny above their desire for profit and lucrative contracts, such industrialists be relieved of their managerial responsibility and boards be created by the government to assume such managerial responsibility during the course of the war; and that on such boards there shall be representatives of the American Federation of Labor to serve in the interest of the employees of such plants, so that collective bargaining shall continue and adequate wages and satisfactory working conditions will be enjoyed. And at the same time such representatives of the American Federation of Labor shall be responsible for the operation of industrial facilities on an efficient productive basis.

Retention of Labor's Gains

There are some who would use the present war emergency to take from us the many social gains obtained over the years. Under the guise of "war

effort" they would repeal legislation that has given to our people the shorter work week, security and other benefits. There is no need for a departure from the basic and standard 40-hour work week. This does not mean that our members will not work a longer work week. On the contrary, our members, we are certain, will exert themselves to almost any extent in the interest of our national welfare. We therefore oppose any attempt or movement to repeal, amend or otherwise change such fundamental laws.

We recognize that certain state labor laws may interfere with continuous plant operations. Certain statutes designed to prevent the use of women and minors under certain circumstances will have to be considered. We therefore recommend that the Executive Council be authorized and empowered to consult with state officials from time to time on such matters, provided that whenever it is considered by the Executive Council to be in the interest of the war effort to suspend any state labor statute, that they advocate it be suspended, rather than repealed, and that such suspension be made for a stipulated time and under no circumstances beyond the end of the war.

Industrial Defense

We urge every delegate and member of affiliated unions to actively co-operate with state and local civilian defense organizations. While civilian defense has been established and put into effect, there is much to be done within industrial establishments with respect to the defense of civilian workers and also the protection of the essential facilities within such plants. Therefore, we recommend that central labor bodies and local unions establish safety committees, where none now exist, to co-operate with local civilian defense authorities. Local unions, especially, are urged to create safety committees within plants where their membership is employed. Such local committees should be made up of members who would be subsequently schooled by civilian defense authorities to assume certain responsibilities in the event of air raids and attending damage and catastrophe. Some would be trained to minimize damage by fire; others would be trained to suppress hysteria and to administer first aid and prevent members from leaving buildings and becoming targets for aircraft machine gunners. Everyone must be on the alert for the most menacing danger of all—sabotage. If local unions will appoint such committees adequate training and literature will be made available to them.

Financing the War

We recognize that to prosecute this war means increased taxes and perhaps other financial sacrifices. We do not hesitate to do our part. This war, unlike World War I, must not breed millionaires. It must not be a war for profit. Selfishness and greed cannot be substituted for loyalty, devotion and patriotism. We recognize that taxes may, in the near future, be increased. We recommend that if they are increased that an equitable method be used so that every American, employer and employee, be called upon to pay his proportionate share of the cost.

We believe that one sound and sensible method of financing the war is to purchase Defense Savings Bonds. We believe that members of affiliated

unions should increase their purchases of these bonds, outrightly and by the use of the convenient Defense Savings Stamps. We further believe that unions should encourage the payroll allotment system of purchasing Defense Savings Bonds, and should also consider the feasibility of negotiating Defense Savings Bonds through the payroll allotment method when wage increases are negotiated. If the increased purchasing power of our members is allowed to find its way into the open market, to bid and out-bid for constantly diminishing available consumer goods, then, unfortunately, inflation will probably set in and also then the purchasing power and the value of our members' dollar will lessen.

If our members are to be called upon to increase their contribution to financing the war, we recommend that it not be done exclusively by taxation but rather by taxation only to a certain point. Voluntary Defense Savings Bond purchases should be further encouraged and if sufficient bonds are not purchased by voluntary action then consideration should be given to compulsory savings legislation that would require us to purchase Defense Savings Bonds. We make this declaration because through the tax system our members' money would not be loaned to the government but would be taken from them by the government, which, to us, means that after the war our members who may be victims of a sudden let-down or depression, will find themselves without resources, other than their eligibility to draw unemployment compensation benefits for a limited period of time. Defense Bond Savings, either voluntary or compulsory, is a method of saving money now which can be used later by the individual to whom each such Defense Savings Bond belongs.

Representation on Government Agencies

Numerous new agencies, national, state and city, have been created in connection with the nation's war effort, and undoubtedly more will come into being in the future. We insist that responsible representatives of the American Federation of Labor be appointed to and used on all such government agencies, whether they be national, state, city or town in character, which agencies administer or make policies to prosecute the war and equip the nation for an early victory. We feel that the American Federation of Labor is entitled to such representation, because of the tremendous contribution that our members are making to the war effort and to victory.

Employment Problems

We urge that central labor bodies and local unions appoint committees to study the possibility and the danger of their members becoming unemployed in industries that may not be considered essential. This problem will increase undoubtedly as materials are made available exclusively for war material industries. Such local committees should make known the problem which may confront them by consulting with Labor's representative who is serving the Office of Production Management in the New England area with headquarters at Boston. Moreover, such local committees should catalog the skills

that their members may possess which may not now be in use so that they may readily be transferred or absorbed by industries that may or will be engaged in war and emergency efforts.

Unity in the Labor Movement

We believe there is no good reason for disunity in the trade union movement of America. During the course of the war against the Axis Powers we firmly believe that Labor should be united. On numerous occasions conferences have been held between representatives of the American Federation of Labor and the Congress for Industrial Organizations in an attempt to settle the differences between the two organizations. At one time an agreement was nearly reached. Had it not been for the veto power of certain officials of the Congress for Industrial Organizations, there probably would be peace in the labor movement today.

President Roosevelt, the American Federation of Labor, and the public want unity in the labor movement. Therefore, we recommend that Congress for Industrial Organizations unions in Massachusetts communicate with their leaders at Washington and urge them to continue negotiations with the American Federation of Labor which were abruptly stopped some time ago by the CIO. There is no need or justification for a labor movement dual to the American Federation of Labor, especially at a time when our efforts and energy must be devoted to the welfare of our nation.

Conclusion

We respectfully submit the foregoing to the delegates in attendance at the Emergency War Convention for their consideration, with the sincere hope that it may assist the delegates in promulgating a war program and policy for unions affiliated with the Massachusetts State Federation of Labor.

We know that the members of affiliated unions will join together in a determined "all out" effort to produce the materials and otherwise make every sacrifice required of them as patriots to defeat and crush the ruthless, barbarian enemies of democracy and the American way of life.

Respectfully submitted,

NICHOLAS P. MORRISSEY, *President*

KENNETH I. TAYLOR, *Secretary-Treasurer*

Vice-Presidents

District I

JOHN J. BUCKLEY
WILLIAM J. DOYLE
HARRY P. GRAGES

District II

S. P. JASON
THOMAS E. WILKINSON

District III

JOHN J. DRISCOLL
TIMOTHY H. O'NEIL

District IV

CHESTER G. FITZPATRICK
JOHN M. SHEA

District V

PATRICK W. HARRIGAN
BENJAMIN G. HULL

WAR LABOR POLICY

American Federation of Labor

WASHINGTON, D. C.,

December 15, 1941.

The Executive Council of the American Federation of Labor meeting in special session today unanimously adopted the following declaration:

At a specially called meeting of the Executive Council of the American Federation of Labor, a careful appraisal of the situation which was created by the recent infamous and treacherous action of the Japanese Government was made. Each member in attendance at the meeting was moved by feelings of righteous indignation and a determination to compel the Government of Japan to pay in full measure for the dastardly attack made upon our Government on the morning of December 7, 1941.

The attack made by the Japanese Government was, in our opinion, part of a plan previously agreed upon by the Axis Powers. The secrecy, trickery and treachery employed by the Japanese Government in launching it is characteristic of action heretofore taken by the totalitarian nations.

The declaration of war made against the United States by Hitler and Mussolini was a logical sequence to the understanding which prevailed among the Axis Powers.

Now our Nation is involved in war. We face these realities and facts with a solemn and unchangeable determination that Japan and her allies must be defeated at any cost. Neither time, circumstances, difficulties or disappointments must interfere with the achievement of this purpose.

The devastating tyranny which threatens freedom in all lands has now struck at our symbols of freedom and liberty. The seriousness of this danger was made clear and convincing when the Axis group launched a sudden and deadly assault upon our fortifications and our dependencies at the moment when their peace envoys were conferring with representatives of our Government. Good faith, honest dealing, frankness, honesty and integrity are words that were never included in the Japanese code of procedure. They know not the meaning of these terms because only trickery, deception, dishonesty and treachery influence and inspire them in actions which they take.

The blow struck at Pearl Harbor and our islands in the Pacific has resounded throughout our Nation as a call to service. Nothing that has ever happened has served better to unite all classes of people in America, both in spirit and in purpose.

We are now at war—not only against Japan but against all the Axis Powers. No group of our people can indulge in speculation as to what the future course of our Nation must be. We have been forced to make a momentous decision. We have chosen our course and there can be no turning back. We must drive through, crush, defeat and subdue our enemies—those who have declared war against us. The preservation of our common heritage, of our freedom, liberty and democracy—all those things which are as precious as life itself—is at stake. Our free institutions must be preserved. Our liberties must be protected. In the race between totalitarianism and freedom, democracy must win.

The call of the hour is for service and sacrifice. Labor has much at stake, perhaps more than any other group which is included in our social, national and political life. It is thoroughly conscious of the issues which hang in the balance. Speaking, as we do, out of an understanding of the heart and mind of Labor, we can assure the Nation that Labor is ready and willing to render exalted service. The value of that service will compare with the kind rendered by our heroes in the air, on the battlefields and on the high seas.

The first line of war service is in the factories, the mills, the mines and the transportation system of the Nation. These workers serving in the important field of production and transportation must not falter in their devotion and service to our Nation. They must measure up to the high standard of excellency established by the skill, genius, training and service of American Labor. Success in the air, on the battlefields or on the high seas is impossible without an adequate supply of war material of all kinds. The instrumentalities of war must be produced by the workers of our Nation. They must be supplied to the Army and the Navy in full measure.

The Executive Council profoundly declares that no worker must ever shirk his duty or withhold from the Government a full measure of service. Our pledge to give, to work and to sacrifice will be redeemed just in proportion as our workers give their all, constantly, continuously and without interruption to the people of our own Nation and to the cause of democracy throughout the world.

In this crucial hour, fraught with grave consequences, the Executive Council calls upon the members of the American Federation of Labor to reach new heights of production and to exemplify in daily service their devotion to our Government and their determination to defeat tyranny, despotism and treachery throughout the world. We must place Americanism above and beyond every other consideration.

It is the considered opinion of the Executive Council that this objective can be reached through full and complete compliance with the following stipulations:

1. That a "no strike" policy shall be applied in all war and defense material production industries. This means that all workers employed in war and defense material industries should voluntarily relinquish the exercise of the right to strike during the continuation of the existing state of war except where mediation, conciliation or arbitration is refused by employers.

2. That a national agency similar to the War Labor Board which functioned during the World War be created by Executive order for the purpose of dealing promptly with grievances, differences and complaints which may arise between employers and employees. Existing labor stabilization agreements or understandings and their administration shall in no way be interfered with or be impaired.

3. That through the utilization of such agency, mediation, conciliation and voluntary arbitration be substituted for strikes and lockouts in all war and defense production industries.

4. That the mediation and conciliation service of the Government be strengthened and, if necessary, increased so that it may be made quickly available for use in the settlement of grievances and disputes which may arise.

5. That due regard for the health, safety and welfare of workers must be accorded them if and when they are called upon to work overtime or in plants which may be placed upon a double shift or continuous working time basis. In all such situations the standard 40-hour work-week shall be maintained and protected as a basis for wages paid and the standard rule for overtime pay religiously observed.

No one can adequately appraise the value of the service or the extent of said service which the membership of the American Federation of Labor is in a position to render to the Government. We offer it freely and without reservation. No citizen of the Republic shall give less. This character of service has been given by the members of the American Federation of Labor during the period since the national emergency was declared.

Liberty, freedom and democracy are principles which are very near and dear to the heart of every working man and woman. They understand and know, without a shadow of doubt, that if tyranny and totalitarianism win, free democratic trade unions, democracy and freedom pass out. Life under regimentation, as it exists among laboring people of totalitarian nations, would mean very little to American workers who from the birth of the Republic to the present time have been permitted to enjoy liberty, freedom and democracy. We cherish fondly within our hearts and lives these priceless blessings guaranteed under the Bill of Rights adopted 150 years ago today. In order to protect them and to defend them we offer our service and our lives to our Government.

WAR LABOR POLICY

*Declaration by the Officers of The American Federation of Labor
and the Officers of All Affiliated National and
International Unions in Conference.*

WASHINGTON, D. C.,

December 16, 1941.

We, the officers of the American Federation of Labor and of National and International Unions in affiliation with the American Federation of Labor, assembled this 16th day of December, 1941, have carefully, thoughtfully and patriotically considered the war emergency into which our Nation and its people have been plunged and as well the declaration of principles and of policies submitted by the Executive Council and as adopted and approved by it yesterday, December 15, 1941.

We, unhesitatingly and unequivocally, place ourselves in full accord with the principles, policies and procedures outlined by the Executive Council.

As citizens, as workers, as trade unionists of a free land, we declare the overshadowing issue in the present crisis is the safeguarding of the priceless heritage of freedom, of liberty and the preservation of democracy. The United States is now at war with the Axis Powers testing whether democracy will endure or tyranny and despotism will triumph—whether men and races shall be free or be enslaved.

The issue is squarely and starkly set before the American people, whether the forces of Hitlerism and of despotism, both in the East and the West, or the forces of democracy and freedom are to survive. We dare not, we must not delude ourselves. This is a life and death struggle. We are, in very truth, fighting for survival of all we hold dear. Everything that we have, our possessions, our resources, our man power—must be coordinated, not only to defeat the world conspiracy to enslave all peoples to the dream and will of a few irresponsible despots but to insure our liberties, to restore the freedoms of all peoples of the world and to lay the foundations for a real and enduring peace among the nations of the world.

Labor's stake in this struggle is clear, definite and fundamental. Whenever despotism and dictatorship threaten free governments the very foundations of the labor movement are challenged. Labor dare not blind itself to the significance of this crucial hour. Labor cannot remain silent in the face of the existing danger, not only to itself but to everything to which the free trade union movement is devoted—aye, the very right of organization and of freedom of the individual.

In this crisis the American Federation of Labor, representing more than five million wage earners, with federated branches in every state, with hundreds of central labor bodies in many of our cities and with thousands upon thousands of local unions spread throughout the land, hereby reaffirms its

loyalty to the principles underlying our Government and pledges to the President of the United States, to the Congress and to the people of America its undivided support for the most vigorous and rigorous prosecution of this war until final victory is ours.

We declare that in this crisis the one fundamental need is for unity of action. Disunity means destruction. The successful prosecution of the war requires that all of the energies of all our people, regardless of race, color or creed, be concentrated to a common purpose. We, therefore, call upon management of American industries and the leaders of Government to join in a program of cooperative action to make our Nation not only the mighty arsenal of world democracy but as well a source of hope, of encouragement and of assurance to the enslaved peoples everywhere. We call upon industry to share with us the added responsibilities entailed in maintaining peaceful and cooperative relations. We urge that the leaders of industry join with us in keeping the fires of industry burning and alive and help keep secure the pillars of freedom and of democracy.

We regret sincerely and are deeply concerned with the destructive rivalry in organization that has beset the American labor field for the past few years. We hold all such rivalries and jurisdictional conflicts have no place in an emergency such as faces America and the world today. We, therefore, renew our offer for unity in the labor movement and for the common defense of our Nation against mortal danger. We hope our call to this end may not be in vain.

We, too, call upon the National Labor Relations Board to desist from the formulation or enforcement of any policy, procedure or decision that may create dissension or intensify existing differences and conflicts in the household of organized labor.

We likewise urge that those in governmental positions of authority in this moment of national peril forego their unjustified attacks upon trade union organizations and their legitimate functions.

We declare that the right of wage earners to collective bargaining and to function freely and fully in the legitimate sphere designed for them is a fundamental condition which gives opportunity for economic freedom and social advancement. These rights and opportunities must not be impaired. While we reject repressive labor legislation and insist upon the preservation of the essential democratic right of workers to cease work collectively as a last and final resort, we nevertheless pledge ourselves to forego the exercise of this right during the war emergency and to prefer submission of pending differences with employers to approved facilities and processes for voluntary mediation, conciliation and arbitration. We most heartily endorse the "no-strike" policy voluntarily assumed by all divisions and character of Labor as announced by the Executive Council. Labor needs no restrictions upon the right to strike, when to cease production is to strike at the very heart of the Nation. Labor will produce, and produce without interruption.

We commend the Executive Council for its recommendation that there be created a War Labor Board similar to that which functioned so successfully

during the last world war. We believe the general principles then enunciated for the guidance of this Board should be made the policy of this hour, namely, that neither Labor nor management should take advantage of such an agency to prosecute either's advantages at the expense of the other's, that industrial relations be preserved and that every stoppage of work essential to adequate national defense be avoided and averted. In this regard we hold that the work and service of all our people are inextricably interwoven and involved whether engaged directly in war or defense work or whether applied to the necessities, safety, comfort or convenience of our civilian population. Total war today is no longer confined to the military forces of the land but embraces as well the civilian population—young and old—men, women and children alike.

Experience has demonstrated that protective labor legislation and hour standards are for the purpose of conserving workers in order to make possible sustained maximum producing power. They are the safeguards to national well-being. In war emergencies there may be temporary need for abolishing some standards or for modifying special standards for special industries. All such modifications and changes, however, should be the result of proven need and should be approved in advance by representatives of the workers. The same is true of protective labor and employment standards established through collective bargaining and trade union agreements.

To assure an uninterrupted flow of production and the maximum of defense effort, organized labor should be accorded by Government adequate and effective representation of its own choosing in all defense planning and execution. The validity of such participation by Labor in all our emergency efforts and undertakings, is fully justified and its efficiency is demonstrated beyond peradventure of doubt in the experience of the British Government policy. Then, too, our experience in the last world war confirms the soundness of this policy. American organized labor is anxious to contribute all its efforts in all directions for the achievement of our country's impregnable defense and for a speedy and complete victory for the forces of humanity over brutality, of freedom and democracy over tyranny and despotism.

We declare ourselves fully and completely in accord with the several recommendations of the Executive Council and as embraced in its statement. We pledge ourselves individually and collectively, promptly and fully, to enforce these policies and procedures without hesitation or evasion and to take such further actions as time and experience indicate essential to our Nation's triumphant victory.

In addition to calling upon untiring and uninterrupted activities of our members to produce an over-abundance of the supplies and equipment essential to a total war and in providing adequately for necessities and comforts of our civilian population, we are mindful that many of our members, and members of their families have been and will be called to the military service of our land. We pledge to them every possible aid and a full measure of devotion. It shall be our purpose not alone to sustain the military forces of our land but as well to safeguard the interests of our civilian population

and hold secure the liberties and freedom of all our people in this greatest of all emergencies.

We further pledge ourselves to bring these declarations of policies and procedures to the attention of our respective local unions and general membership with direction that the principles and practices herein declared for and made imperative by the necessities of the occasion, be fully and immediately complied with without hesitation or equivocation.

Inspired by these ideals of humanity, of liberty and justice and as herein declared a fundamental national policy, we call upon the working men and women of all America—indeed upon all lovers of humanity and of freedom to unite in unanimous support of the President of our Nation and its Allies for the prosecution of total war and for the perpetuity and preservation of democracy here and throughout the world.



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